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# CAUT ACPPU BULLETIN

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## Les membres de l'AUCFA en faveur de l'accréditation


L'ASSOCIATION des professeurs du collège universitaire Augustana a annoncé qu'une majorité de ses membres avait signé la pétition en faveur de l'accréditation.

Selon Gerhard Lotz, président de l'Augustana University College Faculty Association, cette décision est survenue lorsque le conseil d'administration n'est pas parvenu à ratifier un contrat négocié en mai dernier. « Les rumeurs voulant que la convention collective soit abrogée ont également stimulé l'intérêt du corps professoral pour l'accréditation », a-t-il confié.

Le 22 janvier, devant une salle comble à Camrose, le conseiller principal en négociation de l'ACPPU, Neil Tudiver, a expliqué au corps professoral le processus d'accréditation et les avantages de travailler dans un milieu syndiqué.

Gerhard Lotz a déclaré que pratiquement toutes les personnes présentes à cette réunion avaient signé la pétition pour que l'AUCFA les représente. L'association jouit maintenant d'une confortable majorité, car 75 p. 100 des membres de l'unité de négociation proposée ont signé.

La création de l'AUCFA remonte à 1991. À ce moment-là, le collège a accepté de reconnaître volontairement l'association comme le seul agent de négociation du corps professoral à temps plein du collège universitaire Augustana.

Voir l'AUCFA à la page A10 

## Radwanski Warns Right to Privacy Endangered

FEDERAL privacy commissioner George Radwanski is warning the right to privacy in Canada is under assault as never before.

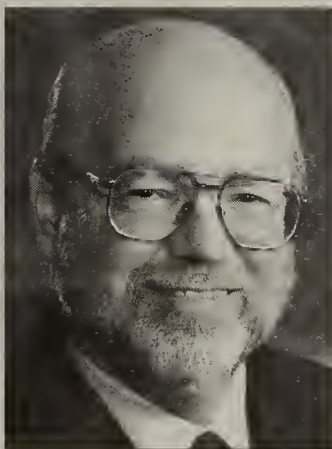
In his annual report to Parliament released last month, Radwanski said, "Unless the Government of Canada is quickly dissuaded from its present course by Parliamentary action and public insistence, we are on a path that may well lead to the permanent loss not only of privacy rights that we take for granted but also of important elements of freedom as we now know it."

He cited a variety of federal initiatives taken in the post-Sept. 11 environment, in the name of anti-terrorism. "But the aspects that present the greatest threats to privacy have either nothing at all to do with anti-terrorism, or they present no credible promise of effectively enhancing security," Radwanski said.

In his report, he underscored his concerns about the extension of anti-terrorism measures to "additional purposes completely unrelated to anti-terrorism," or to intrusions on privacy whose relevance to anti-terrorism has not been demonstrated.

He denounced the Canada Customs and Revenue Agency's "Big Brother" passenger database, provisions in Bill C-17 (currently before the House of Commons) which give the state enhanced powers to monitor communications, Immigration Minister Denis Coderre's proposed national ID card with biometric identifiers, and government support for video surveillance of public streets by the RCMP.

"These are not abstract or theoretical concerns," Radwanski wrote. If these measures go ahead, he warned "all our travel outside Canada will be systematically recorded, tracked and ana-




Federal Privacy Commissioner George Radwanski

lyzed for signs of anything that the government might find suspicious or undesirable." These dossiers of information will be available to every federal department and agency to use as they wish.

The national ID cards "will open the way to being stopped in the streets by police and required to identify ourselves on demand."

Radwanski lamented that, in the aftermath of Sept. 11, the federal government "has lost its moral

See **RAOWANSKI** Page A10 

## Academic Freedom Fund

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University of Victoria (UVCFA) — \$12,000  
McMaster University (MUFA) — \$10,000  
Mount Saint Vincent University (MSVUFA) — \$14,000  
University of Waterloo (FAUW) — \$20,000  
University of Calgary (TUCFA) — \$28,605  
Association of Nova Scotia University Teachers (ANSUT) — \$1,000  
University of Regina (URFA) — \$10,000  
Mount Allison University (MAFA) — \$12,100  
University of Winnipeg (UWFA) — \$1,000  
Algoma University College (AUCFA) — \$680  
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Athabasca University (AUFA) — \$10,000  
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Acadia University (AUFA) — \$23,400  
Université de Moncton (ABPPUM) — \$1,500  
University of Toronto (UTFA) — \$100,000

**PLEGDED TO DATE: \$410,495**

Initial Target \$1,000,000

## Augustana Faculty Launch Certification Drive

AUGUSTANA'S faculty association has announced that a majority of faculty members at Augustana University College have signed a petition to certify.

According to Gerhard Lotz, president of the Augustana University College Faculty Association, the move was prompted by the board of regents' failure to ratify a negotiated agreement last May.

"Rumours the collective agreement might be abrogated also fueled faculty interest in certification," he said.

Faculty packed a meeting room in Camrose Jan. 22 to hear CAUT chief negotiations officer Neil Tudiver explain the certification process and the benefits of a unionized workplace.

Lotz said virtually everyone there signed a petition in favour of representation by AUCFA and the association now has a comfortable majority of 75 per cent of the proposed bargaining unit signed up.

AUCFA was established in 1991, with the college agreeing to voluntarily recognize the association as the sole bargaining agent for

Augustana's full-time teaching faculty.

Lotz said AUCFA would prefer a relationship based on a sounder legal basis than the voluntary agreement could provide. "Certification will enable the association to negotiate broader and more secure agreements than in the past."

The new unit will include sessional and other contract faculty.

"The tremendous response of Augustana faculty to this move suggests it is one whose time has come," Lotz said. ■

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Discount Rates **Page A11**

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Plan Details **Page A4**



# CAUT ACPPU BULLETIN

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Association canadienne des professeurs et  
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# LETTERS COURRIER

## CAUT Issues Statement on Closure of Palestinian Universities

CAUT views the punitive closure of schools, colleges and universities in times of trouble — even to exert civic discipline in the face of deplorable suicide bombings — as a rejection of the promise of education as a liberating and democratizing influence.

We have recently expressed our appreciation that the leaders of the University of Haifa and the Hebrew University of Jerusalem have continued teaching and research on their campuses even in the aftermath of suicide bombings and ongoing political unrest. Accordingly, we now deplore the closing by Israel of two Palestinian universities in Hebron as reprisal for terrorist incidents elsewhere.

In keeping with its historic openness to scholarship, technical innovation, and searching intellectual discourse, Israel should move quickly to reopen the universities in Hebron.

Our association also urges the removal of all physical and political barriers to freedom of teaching and learning throughout the territory that Israel controls. CAUT believes that the free exploration of all ideas — even revolutionary ideas — is vital to the achievements of peace.

VICTOR CATANO  
President, CAUT

## Déclaration de l'ACPPU sur la fermeture d'universités palestiniennes

L'ACPPU estime que la fermeture d'écoles, de collèges et d'universités en cette époque trouble est une mesure punitive même si elle vise à exercer une discipline civile devant des attentats suicides déplorables et signifie le rejet de la promesse d'instruire en tant qu'influence de libération et de démocratisation.

Nous avons récemment exprimé notre reconnaissance face à la décision des dirigeants de l'Université de Haïfa et de l'Université hébraïque de Jérusalem de continuer à poursuivre les activités d'enseignement et de recherche à leur université malgré les attentats suicides et l'instabilité politique. Par conséquent, nous déplorons maintenant la décision d'Israël de fermer deux universités palestiniennes à Hébron en guise de représailles contre les attaques terroristes survenues ailleurs.

Israël qui, de tout temps, a fait preuve d'ouverture en matière de recherche, d'innovation technologique et de quête de grandes idées, devrait rouvrir sans tarder les universités de Hébron. De plus, notre association l'enjoint de lever toutes les barrières physiques et politiques à la liberté d'enseignement et d'apprentissage à la grandeur du territoire sous contrôle israélien. L'ACPPU croit que le libre examen de toutes les idées, même révolutionnaires, est essentielle à l'accomplissement de la paix.

VICTOR CATANO  
Président, ACPPU

# U.S. Investigators Shed New Light on College & University Donations

COLLEGES and universities in the United States are finding themselves at the centre of an ethical debate following the wave of corporate scandals and criminal mischief that has swept across Wall Street.

As part of their investigation of the suspect accounting practices and off-the-books transactions of some of the country's once-mighty corporations, U.S. officials have documented that universities and colleges have received gifts and donations worth more than \$100 million from companies and executives indicted or convicted of corporate crimes.

Former WorldCom CEO Bernard Ebbers, for instance, allegedly paid \$36.5 million of company cash to his alma mater, Mississippi College. Gary Winnick, chief executive of Global Crossing, who is alleged to have defrauded shareholders of billions, made major donations to Brown University. And A. Alfred Taubman, the former chairman of Sotheby's currently serving a prison sentence for price-fixing, has given millions to Harvard University, Brown University, and the University of Michigan at Ann Arbor.

The revelations have led some faculty members, students and alumni to question whether the donations should be returned and donors' names removed from the buildings, endowed chairs, and other projects established with their gifts.

"Taubman has abandoned the university's standards, and his name should no longer grace the university's property and institutions," the editors of the Michigan Daily, a student newspaper at Ann Arbor, wrote. "Graduates of the [Alfred Taubman] College of Architecture and Urban Planning now have a felon's name on their degrees."

Many university administrators, however, are reluctant to upset any of their donors, even those who have been swept up in corporate scandals and criminal investigations.

Ruth Simmons, president of Brown University, flatly dismissed any thought of returning the money when pressed by students questioning the donations given by Gary Winnick.

"Should we dismiss you as a student if we determine that the money with which your tuition was paid was inappropriate?" she asked. "It's a naive approach to say that there is clean money."

University and college administrators are also resisting calls to change their naming policies or donation agreements to allow them to strip from the campus the names

of donors who are convicted of crimes or engage in unethical behaviour.

"The thought of putting in clauses and extensive agreements with escape clauses and fine detail tends to work against good philanthropy," Scott Nichols, dean for development and alumni affairs at Harvard Law School, told the Chronicle of Higher Education last month.

"It's not a commercial enterprise. If you're going to negotiate a contract, it takes on the aura of a business deal. Good bookkeeping can at times be at odds with good philanthropy."

Officials are trotting out other excuses for keeping their controversial donations. They say gifts from individuals or companies now embroiled in scandal were often made before the donors ran into legal trouble.

Others suggest that large gifts from suspect sources are a tradition in university and college philanthropy. Stanford University is named after Leland Stanford, a ruthless and unpopular industrialist. The religion building at the University of North Carolina at Chapel Hill is named for William Laurence Saunders, reputed one-time leader of the Ku Klux Klan.

Nevertheless, a few institutions have broken ranks and decided to return gifts and remove the names of tainted donors from campus.

In December, the regents of Seton Hall University voted to change the name of the Brennan Center. The recreation building had been named after Robert E. Brennan, founder of First Jersey Securities, who was imprisoned for money laundering and bankruptcy fraud.

And earlier last year, the University of Oregon returned a \$850,000 donation it had received from Jeffrey L. Grayson, former chairman of the investment company Capital Consultants. The company was forced to shut down after investigators charged it with running a Ponzi-like scheme that lost \$355 million in investor funds. Grayson pleaded guilty to charges of mail fraud and assisting in the filing of a false tax return.

Still, remarkably few institutions are examining the ethical nature of the gifts they have received from questionable sources. With the U.S. economy still sputtering, many colleges and universities are extremely hesitant to give back or turn away controversial donations.

"My first response is to keep a low profile and hope the rash of business scandals quickly fades," said Karen Boroff, dean of Seton Hall's business school. ■



# COMMENTARY TRIBUNE LIBRE



## PRESIDENT'S COLUMN

### Stop Wrangling Over Health Care & Implement Romanow Report

By VICTOR CATANO

At the end of November, Roy Romanow released the final report of the Royal Commission on the Future of Health Care in Canada. The major recommendations of the report call for the federal government to:

- Increase health spending by \$15 billion by 2006;
- Introduce a limited pharmaceutical program to cover high-priced drug treatments;
- Improve Aboriginal health;
- Create a Health Council of Canada to measure and track the performance of the health care system;
- Broaden the Canada Health Act to cover home care services; and
- Ban extra billing on diagnostic services such as MRIs.

The report explicitly rejected calls for more privatization and commercialization of health care. Instead it called on the government to provide an additional \$15 billion for health care over the next four years, including \$3.5 billion in the next budget. Recent estimates place the federal budget surplus at \$20 billion for the coming year.

Most important, the report called for a change in the way Ottawa funds medicare. Similar to its funding of post-secondary education, the federal government is contributing less today to health care than it did in the early 1990s. Ottawa has reduced its deficit while at the same time putting in place generous tax cuts by slashing funding for health and post-secondary education. Romanow argued the federal government was paying less than it should. This is exactly the view of the Canadian public.

In public opinion polling commissioned by CAUT, we consistently find there is a strong perception across the country that both provincial and federal governments have done a poor job in assuring post-secondary education is affordable and accessible to all Canadians and that the federal government should improve access to post-secondary education by increasing funding to universities and colleges or by providing needs-based grants to students.

CAUT, in its submission to Romanow's commission, made a key recommendation that the federal government had to put in place a new funding arrangement for both health and education that provided greater stability and predictability in transfers from Ottawa to the provincial governments, along with mechanisms for transparency and accountability for the expenditures of those funds on the part of the provinces. As Romanow argued in his report, "Money must buy change, not more of the same."

Romanow agreed with CAUT's position in wanting the federal government to change the way it transfers money to the provinces in support of health care, post-secondary education and social services. Currently, Ottawa provides cash funding for these services to the provinces in one lump sum under the Canada Health and Social Transfer (CHST) that provides no accountability over how the funds are spent.

See ROMANOW Page A10



## LE MOT DU PRÉSIDENT

### Cessez de vous disputer au sujet de la santé et appliquez le rapport Romanow

Par VICTOR CATANO

À la fin de novembre, Roy Romanow a déposé le rapport final de la Commission royale sur l'avenir des soins de santé au Canada. Les principales recommandations du rapport demandent au gouvernement fédéral :

- d'augmenter les dépenses au titre de la santé de 15 milliards d'ici 2006;
- d'instituer un régime limité d'assurance-médicaments pour palier le coût des traitements exigeant des médicaments coûteux;
- d'améliorer la santé des autochtones;
- de créer un Conseil canadien de la santé pour mesurer et suivre le rendement du système de soins de santé;
- d'étendre la portée de la Loi canadienne sur la santé pour y inclure les services de soins à domicile;
- d'interdire la surfacturation des services diagnostiques, entre autres l'imagerie par résonance magnétique.

Le rapport rejette explicitement les demandes en faveur d'une plus grande privatisation et commercialisation des soins de santé. La Commission recommande plutôt au gouvernement d'investir 15 milliards de dollars au cours des quatre prochaines années, y compris 3,5 millions de dollars dans le prochain budget. Selon de récentes estimations, les excédents budgétaires s'élèvent à 20 milliards de dollars pour la prochaine année.

Plus important encore, le rapport demande que le gouvernement modifie sa méthode de financement de l'assurance-maladie. À l'instar de l'enseignement postsecondaire, le fédéral verse moins d'argent à la santé aujourd'hui qu'au début des années 90. Il a réduit son déficit en s'abritant dans le financement de la santé et de l'enseignement postsecondaire, tout en offrant de généreuses réductions d'impôt de l'autre main. Romanow a soutenu que le gouvernement fédéral investissait moins en santé qu'il le devrait. C'est exacte-

ment ce que pense la population canadienne.

L'ACPPU commande des sondages d'opinion publique. Invariablement, elle y constate une forte perception à la grandeur du pays selon laquelle les gouvernements fédéral et provinciaux font mal leur travail en matière d'enseignement postsecondaire. Ils ne réussissent pas à garantir à tous les Canadiens et Canadiennes des études abordables et accessibles. La population croit que le gouvernement fédéral devrait améliorer l'accès aux études postsecondaires en augmentant le financement des universités et des collèges ou en offrant aux étudiants et étudiantes une aide financière fondée sur les besoins.

Dans le mémoire qu'elle a présentée à la Commission Romanow, l'ACPPU a formulé une recommandation essentielle voulant que le gouvernement fédéral mette en place de nouvelles ententes de financement pour la

Voire ROMANOW à la page A4

### Support Internationalism in Face of U.S. Profiling

By ESAM HUSSEIN

As a result of the dreadful events of Sept. 11, 2001, the United States began to tighten security at its borders and its transportation and strategic facilities. This is something I fully understand. In fact, since the explosion of Pan Am flight 103 over Lockerbie, Scotland, in December 1988, I have devoted my career to the development of technology for the detection of threat materials.

But what disturbs me are the discriminatory practices all of us have heard of recently. U.S. officials, in an attempt to put an end to border infiltration, have decided to apply a border filtration process. They are filtering out people based on their ethnic or religious background. Because of my name, place of birth (Egypt) and my ethnic background, I am now a potential candidate for discrimination, although U.S. authorities have not personally harassed me yet.

Can you imagine government authorities profiling everyone of Irish background because of the IRA, or every Christian man for Timothy McVey's Oklahoma City bombing? Some of us in academia who are potential subjects for this practice will avoid the U.S. Others will simply accept it as the price to enter the U.S.

I am writing here not to further expose these discriminatory practices — the Canadian media has done a superb job in this regard. I am not even complaining about the lack of respect the U.S. authorities give to the Canadian identity which I have assumed with great pride and devotion for more than two decades. Instead, I want to urge the Canadian academic community to turn these unfortunate American practices into an opportunity to enrich Canada and its academic institutions.

Canada established ties with Cuba and refused to join the U.S. boycott of this Caribbean island. Canadian universities opened their doors to scholars from the People's Republic of China while the Americans were shunning them. After the Iranian revolution Canadian universities welcomed students from Iran. Can Canada do the same for the scholars among the one billion people the U.S. is filtering out? I am speaking here about citizens of countries friendly to the West — people the U.S. government is doing its best to alienate and turn into adversaries.

If you believe in the so-called "clash of civilizations" or "pre-emptive strikes," my arguments will mean little to you. But if you believe clashes are not what we seek, and pre-emptive strikes are no way to solve a problem, then

you would agree that it is unacceptable to cordon and condemn almost one fifth of the world's population because of the deplorable acts of a few.

As the U.S. closes its borders, we in the Canadian academic community should seize the opportunity to strengthen and enhance our academic life. Our learned societies, living for many years under the shadow of their American counterparts, now have an opportunity to sponsor international events featuring the cultural and ethnic mosaic for which many of the American academic and professional societies are known. I am sure our American colleagues will happily join us here, as many international scholars shy away from the hassle of entering the U.S.

The superb international graduate students the U.S. universities have attracted like a magnet will be coming our way. Imagine the impact of having more of the best minds in our graduate schools to work on innovation and excellence.

Undergraduate applicants are already knocking on our doors and many of our schools are already welcoming them. The internationalization of academia cannot be anything but positive.

### We should seize the opportunity to enrich our academic life.

Many of us have established strong ties with our American colleagues. We value the experience of interacting and collaborating with them. Some of us even receive U.S. funding for research. Such ties must continue. If you have decided to avoid the U.S., invite your American colleagues to visit your school.

Let us show them how well we are doing and how good our educational system is. Ask them to raise the issue with their elected representatives and university administrators. Let them know the discriminatory practices of their government are not what American values are about, and not in the best interests of their country.

We value their contribution to knowledge, excellence in science and technology, and above all the American models of democracy and respect of individuality and human rights. Are our American colleagues prepared to allow the events of Sept. 11, no matter how vicious and inhuman, to change their values and principles?

See INTERNATIONALISM Page A11



## ANNOUNCEMENT

## ANNONCE

## CAUT Home-Auto PLAN UN RÉGIME d'assurance habitation et automobile POUR LES MEMBRES DE L'ACPPU

CAUT has entered into an agreement with Johnson Inc. to provide a home and automobile insurance plan to its members.

### JOHNSON INC.

Johnson is a 123-year old Canadian company and a leader in providing voluntary group insurance plans to organizations such as CAUT. In fact, Johnson is well known within the education sector and some of you may already know them as the home and auto insurance providers for several college and university faculty groups, alumni groups and elementary and secondary school teacher groups across Canada. These include both active and retired members in all areas of the educator field.

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### JOHNSON INC.

Johnson, une société canadienne établie depuis 123 ans, est un chef de file en matière de régimes d'assurance facultative pour des organismes comme l'ACPPU. En fait, Johnson est reconnue dans le domaine de l'éducation et certains d'entre vous la connaissez peut-être déjà à titre de fournisseur d'assurance habitation et automobile pour plusieurs associations de professeurs de collèges et d'universités, associations d'anciens et d'anciennes et associations d'enseignants et d'enseignantes d'écoles élémentaires et secondaires à travers le Canada. Celles-ci incluent les membres actifs et les membres retraités dans tous les domaines de l'éducation.

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Nous avons également le plaisir de vous annoncer que Johnson fera don de 20,00 \$ à l'ACPPU pour chaque membre non assuré présentement avec Johnson qui reçoit une soumission gratuite et sans obligation d'assurances automobile et/ou habitation. Ces fonds seront affectés à la Fondation Harry Crowe, mise sur pied récemment par l'ACPPU dans le but d'effectuer des études et des recherches sur le rôle de l'enseignement et de la recherche post-secondaire dans la société contemporaine.

**20\$**

L'ACPPU vous encourage à soutenir le régime qui appuie votre association professionnelle en vous adressant à Johnson au 1 800 563-0677 pour comparer la compétitivité de vos polices d'assurance habitation ou automobile actuelles.

Veuillez vous identifier en tant que membre de l'ACPPU et mentionnez votre code de groupe : U5.



**CAUT ACPPU**



**Johnson Inc.**

Note: Due to the existence of provincial auto insurance plans in BC, MB, and SK, only home insurance is provided in these provinces. Remarque : En raison de la présence de régimes d'assurance automobile provinciaux, l'assurance automobile n'est pas offerte en Colombie-Britannique, en Saskatchewan et au Manitoba. Seule l'assurance habitation est disponible.

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## NEWS

## U.S. Government Shuts Down Indexing Service

THE United States Department of Energy has shut down PubScience, a popular Internet site that provided users with a free search of citations and abstracts in more than 1,000 peer-reviewed scientific journals.

The decision to close the site came after growing pressure from private sector providers who complained it was competing with their commercial services.

The American Library Association strongly condemned the decision to end PubScience, arguing the service, recognized as one of the best 100 scientific and technological accomplishments of the Department of Energy, allowed researchers to tap into a vast body of information published in scientific journals at no cost.

Since 2000, lobbyists from two private sector indexes — Scirus and Infotrieve — have targeted PubScience, arguing it competed with their services. Because both Scirus

and Infotrieve currently provide free searching, the Department of Energy agreed that PubScience was duplicating these services.

However, the ALA is concerned that with the demise of PubScience, Scirus and Infotrieve could change to a fee-based subscription service at any time, meaning commercial companies will control access to and charge fees for information and research largely funded with public money.

The decision is also worrying small publishers.

Stephen Miles Sacks, editor and publisher of Scipolicy: The Journal of Science and Health Policy, said he opposes the elimination of PubScience, noting that abstracts from his publication are compiled by neither Scirus nor Infotrieve.

"This action is ill-advised and anti-small science research," Sacks told the Chronicle of Higher Education. ■

## Cessez de vous disputer et appliquez le rapport Romanow

Ⓜ Suite de la PAGE A3

santé et l'éducation qui assureraient aux gouvernements provinciaux des paiements de transfert plus stables et plus prévisibles. Elle a recommandé également des mécanismes forçant les provinces à faire preuve de transparence et à rendre des comptes en ce qui concerne leurs dépenses. Comme M. Romanow l'a affirmé dans son rapport, « de nouvelles ressources doivent servir à faire émerger un système nouveau, pas à perpétuer l'ancien système. »

La Commission Romanow est d'accord avec la position de l'ACPPU voulant que le gouvernement fédéral modifie son mécanisme de transfert de crédits aux provinces au titre des soins de santé, de l'enseignement postsecondaire et des services sociaux. À l'heure actuelle, le fédéral verse globalement des paiements en espèces aux gouvernements provinciaux pour ces services aux termes du Transfert canadien en matière de santé et de programmes sociaux (TCSPS). Les provinces ne sont pas tenues de rendre compte de la manière dont elles disposent de ces crédits.

Selon la Commission, Ottawa devrait éliminer le TCSPS et créer un fonds distinct pour les soins de santé, transparent et stable.

L'élimination du TCSPS est capitale, non seulement pour les soins de santé, mais aussi pour l'enseignement postsecondaire. La création d'un instrument de financement distinct pour les soins de santé amènerait le gouvernement fédéral à en élaborer un aussi pour l'enseignement postsecondaire.

L'ACPPU a proposé une loi canadienne sur l'enseignement postsecondaire qui s'inspire de la Loi canadienne sur la santé et qui reprend les modifications suggérées à cette loi dans le rapport Romanow. De plus en plus de parlementaires appuient le projet de loi.

Le rapport Romanow recommande aussi la création de quatre nouveaux Centres d'innovation en santé voués à la santé des régions rurales et éloignées, aux ressources humaines en santé, à la promotion de la santé et à une politique pharmaceutique. Il propose en outre la création d'une Agence nationale des médicaments pour la santé et d'autres organismes nouveaux et existants. Le rapport Romanow présente une vision complète pour l'amélioration de notre système de soins de santé et le gouvernement fédéral doit mettre en œuvre rapidement ses recommandations.

Lors de son assemblée de novembre dernier, le Conseil de l'ACPPU a adopté la résolution suivante : « Que l'ACPPU s'engage à lutter pour la protection et l'amélioration de l'assurance-maladie et le régime d'assurance-santé pour tous les Canadiens et Canadiennes en aidant dans leurs campagnes nationales le Congrès du travail du Canada, la Coalition canadienne pour la santé et d'autres organismes nationaux. »

Le cabinet fédéral et les ministres provinciaux sont en train de prendre des décisions capitales sur l'assurance-maladie. Je vous conseille vivement d'appuyer la mise en œuvre du rapport Romanow en signant la pétition en ligne parrainée par la Coalition canadienne pour la santé qui se trouve à l'adresse <http://www.petitiononline.com/romanow>.

Il est temps que les gouvernements fédéral et provinciaux cessent de se disputer au sujet des soins de santé et de l'enseignement postsecondaire et qu'ils écoutent la population canadienne. L'argent qui finance les soins de santé et l'éducation n'est ni fédéral ni provincial. Il s'agit de notre impôt. La vaste majorité de la population veut que cet argent soit investi dans les programmes sociaux qui incarnent la spécificité des Canadiens et Canadiennes. ■



## NEWS ACTUALITÉS

## Al-Arian Lawsuit Dismissed

FLORIDA district court judge has refused to rule on whether the University of South Florida's plan to fire a controversial tenured professor would violate his constitutional right to free speech.

USF officials allege that Sami Al-Arian, a Palestinian refugee who arrived in the U.S. in 1975, has denied the allegations of terrorist links and says the university is trying to fire him for his political views.

Despite both a federal grand jury and an FBI investigation that led to no filing of any charges against him, USF pressed ahead with plans to fire the computer science professor who has been on paid leave since January 2002.

Last fall, university officials petitioned the court for a declaratory judgement on whether terminating Al-Arian would violate his rights.

In her ruling Dec. 16, Judge Susan Bucklew of Tampa ruled the university's motion was premature and bypassed the collective agreement with faculty that requires the parties to enter into arbitration. The university's motion could not be granted because it was asking the courts to "fast-forward past the final step of the dispute-resolution process," Judge Bucklew said.

Al-Arian said he was pleased with the judgement, but acknowl-

edged the case is far from over. "The judge agreed that I should not be deprived of my rights and choices which is what USF was trying to do to me," he told the St. Petersburg Times. "I'm proud of the legal system today."

His attorney, Robert McKee, told the Associated Press he was not surprised by the judgement and is awaiting the university's next move.

"The ball's in their court," he said. "If USF is, as they represented to the court, uncertain whether firing Dr. Al-Arian violates his constitutional rights, then we suggest they shouldn't fire him."

McKee said the university could appeal the decision, further delaying the case, or it could fire Al-Arian anyway and turn the matter over to arbitration. It could also delay a decision, pending the outcome of further investigation into Al-Arian's alleged terrorist links.

USF spokesman Michael Reich would not say whether the university planned to appeal the decision or proceed with terminating Al-Arian's employment.

"We do not believe that terminating him would violate his rights, but this was an effort to make absolutely sure," Reich said in a statement.

Roy Weatherford, president of the South Florida chapter of the United Faculty of Florida which is defending Al-Arian, criticized the USF administration for pursuing

the court action, saying it has accomplished very little.

"We're back where we started a couple hundred thousand dollars ago," he told the Chronicle of Higher Education.

USF president Judy Genshaft suspended Al-Arian last year when controversy arose after he appeared on Fox News Channel's, The O'Reilly Factor, which aired controversial statements he made more than a decade ago about the first Palestinian Intifada.

Genshaft then announced she was planning to fire the outspoken professor, at first claiming the university could not guarantee his safety on campus and later alleging he had ties to terrorist organizations.

Al-Arian threatened to sue if he was fired, and the American Association of University Professors warned the university would face censure for violating free speech and academic freedom if he was terminated.

In an extraordinary move, USF lawyers then filed a lawsuit asking the courts to determine whether firing Al-Arian for alleged links to terrorism would violate his First Amendment rights.

The AAUP is currently awaiting the results of an investigating committee's report on the case. A decision on imposing censure on USF will be made following publication of the report. ■

Version française à la page A11.

## Les étudiants réitèrent leur demande pour un gel des droits de scolarité

LES étudiantes et étudiants du pays ploient sous le poids de lourdes hausses des droits de scolarité que de nombreux établissements d'enseignement ont annoncées récemment pour la prochaine année universitaire.

De Victoria à Halifax, les droits de scolarité établiront un record à l'automne de l'année universitaire 2003 l'automne prochain. Ils enregistreront l'une de leurs plus fortes hausses en un an.

À l'Université de l'Alberta, les droits de scolarité augmenteront de 6 000 \$ au cours des deux prochaines années. Les droits de scolarité pour l'école de médecine passeront de 5 674 \$ à 12 066 \$ d'ici septembre 2005. Les étudiantes et étudiants en droit paieront presque 9 000 \$ en 2004, une hausse de 4 300 \$ par rapport à maintenant. De plus, les droits de scolarité pour le programme de MBA grimperont en flèche, passant de 4 491 \$ à 9 801 \$. Les droits pour tous les autres programmes augmenteront de 6,9 p. 100.

Lynda Achtem, membre du conseil d'administration de l'Université de l'Alberta, s'est opposée aux hausses massives des écoles professionnelles et a prévenu que des droits plus élevés dissuaderaient de nombreux étudiants à faible et à moyen revenu.

« Elles accentuent l'écart entre les nantis et les non-nantis », a-t-elle déclaré. « Seules les personnes très

riches pourront fréquenter les écoles professionnelles. »

Doug Owram, le vice-recteur à l'enseignement, a soutenu que l'université devait augmenter les droits de scolarité pour préserver la qualité, ajoutant que les crédits provinciaux par étudiant ont diminué de près de la moitié depuis vingt ans.

Représentant du corps professoral au conseil d'administration, Reuben Kaufman s'est demandé pourquoi les droits de scolarité continuaient d'augmenter alors que les conditions dans les salles de classe se détériorent. Il enseigne un cours de sciences biologiques à un groupe qui est passé de 130 étudiants en 1995 à 210 cette année, nombre qui risque d'atteindre 300 l'année prochaine.

Par ailleurs, l'Université de Victoria a annoncé une hausse de 30 p. 100 pour les étudiantes et étudiants du premier cycle, qui fait suite à une augmentation de 30 p. 100 l'année dernière. L'université imposera également des hausses plus élevées en droit et en administration des affaires.

Selon le recteur de l'Université Dalhousie, Tom Traves, les droits de scolarité de son établissement risquent d'augmenter de 9 à 12 p. 100 l'année prochaine.

L'augmentation rapide des droits de scolarité a amené la Fédération canadienne des étudiantes et étudiants à réitérer les appels en faveur d'un gel national des droits

de scolarité.

Lors d'un forum public sur l'accès organisé par la FCEE et l'ACPPU à Vancouver, le mois dernier, les dirigeants étudiants ont signalé que des droits plus élevés empêchaient de plus en plus d'étudiantes et d'étudiants d'obtenir une formation postsecondaire.

« En raison de hausses de plus de 135 p. 100 des droits de scolarité au premier cycle, le Canada se dirige vers un système d'enseignement postsecondaire élitiste », a déploré Jaime Matten, présidente pour la Colombie-Britannique de la Fédération canadienne des étudiantes et étudiants.

Les étudiantes et étudiants issus de familles à faible et à moyen revenu ont déjà la moitié moins de chance de faire des études postsecondaires que d'autres Canadiennes et Canadiens, a-t-elle affirmé. Selon elle, des droits de scolarité plus élevés élargissent cette différence.

Les étudiantes et étudiants insistent pour dire qu'il est temps que le gouvernement fédéral réinvestisse dans les collèges et les universités.

Le 3 avril, la FCEE et l'ACPPU organiseront un forum national sur l'accès à Ottawa. À l'échelle locale, des activités sont prévues à Winnipeg le 26 février, à Sydney le 4 mars, à Toronto le 18 mars et à Sudbury le 25 mars. ■

English on page A9.

## Do you, or does someone you know work two jobs?

Researchers at Queen's University's School of Business are conducting research on people who are currently working two jobs, and are looking for people who would be willing to participate.

To participate in this study, you must:

- Currently have two jobs.
- Have a different supervisor in each of your jobs.

Participation involves completing an on-line survey.

This survey asks questions about your interactions with each of your supervisors/workplaces.

If you are interested in participating, or if you have any questions about the study, please contact:

**Michele Inness**  
twojobssurvey@hotmail.com

A link to the survey web site will be provided.



## 2003 - 3M TEACHING FELLOWSHIPS

**Call for Nominations**  
The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2003.

**The Award**  
A citation of excellence in recognition of exemplary contributions to teaching and learning, and a 3-day retreat at Fairmont Le Château Montebello. All expenses are paid as part of the award.

**Eligibility**  
Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

**Criteria for the Award**  
Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

**Nomination Procedure**  
Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations available from Office of the Vice-President (Academic), or directly from [www.stlhe.org](http://www.stlhe.org) or [www.3mcanada.com/concordia/stlhe](http://www.3mcanada.com/concordia/stlhe) or [www.3mcanada.com/concordia/stlhe](http://www.3mcanada.com/concordia/stlhe).

For more information:  
STLHE  
c/o Dr. Arshad Ahmad  
Program Coordinator  
3M Teaching Fellowships  
Department of Finance  
Concordia University  
1455 de Maisonneuve Boulevard W.  
Montréal, Québec H3G 1M8  
(514) 848-2928 / 2793  
Email: [arshad@ymb.com.concordia.ca](mailto:arshad@ymb.com.concordia.ca)

**Nomination Deadline:**  
April 25, 2003

## BOURSES D'ENSEIGNEMENT 3M - 2003

**Appel de candidatures**  
La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des bourses d'excellence 3M dans le cadre duquel des bourses seront accordées pour l'année 2003.

**À propos des bourses**  
Les bourses donnent droit à : un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage, et un séjour de 3 jours au Château Montebello. Fairmont, toutes dépenses payées.

**Admissibilité:**  
Toute personne qui enseigne dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

**Critères d'attribution**  
Excellence de l'enseignement depuis un certain nombre d'années, principalement (mais non exclusivement) au premier cycle, et engagement à améliorer la qualité de l'enseignement supérieur, dans son propre établissement et éventuellement à l'extérieur.

**Dossier de candidature**  
Le dossier de candidature doit comporter plusieurs éléments, dont une présentation du candidat ou de la candidate. Pour plus de détails, veuillez consulter l'appel de candidatures au Bureau du vice-recteur à l'enseignement et à la recherche ou sur les sites Web : [www.stlhe.org](http://www.stlhe.org) ou [www.3mcanada.com/concordia/ca/stlhe](http://www.3mcanada.com/concordia/ca/stlhe).

Pour tout complément d'information :  
SAPES  
c/o Dr. Arshad Ahmad  
Coordonnateur, Programme des bourses d'enseignement 3M  
Département de finance  
Université de Concordia  
1455, boulevard de Maisonneuve O.  
Montréal, Québec H3G 1M8  
(514) 848-2928 / 2793  
Courriel : [arshad@ymb.com.concordia.ca](mailto:arshad@ymb.com.concordia.ca)

**Date limite de dépôt des candidatures :**  
le 25 avril 2003

## The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communication between Canada's academic librarians. It provides a forum to share information and opinions on topics of interest.

## Join Today...

Participation in the list is open to members and associate members of CAUT. Correspondence is encouraged in French and English. Active involvement by academic librarians in the discussion is necessary to make this listserv an effective and valuable means of communication. We look forward to your participation!

## Contact CAUT...

The list is managed by Lois Mockenzie of CAUT. For more information about this list and how to participate in the discussion, contact her at [mackenz@caut.ca](mailto:mackenz@caut.ca). There is no charge to subscribe.

UTLib





## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

## AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of non-members for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so

long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500 - 1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

### AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN APOSTOLIC COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLAOGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA NEW YORK UNIVERSITY	September-October 1989(27-40)	1990
OEAN COLLEGE MASSACHUSETTS	May-June 1990(49-56)	1990
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1991(27-32)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(37-41)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1992(42-49)	1992
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(46-53)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(54-64)	1993
UNIVERSITY OF BRIDGEPORT	May-June 1993(65-70)	1993
BENEDICT COLLEGE SOUTH CAROLINA	November-December 1993(37-45)	1994
NYACK COLLEGE NEW YORK	May-June 1994(37-46)	1994
BENNINGTON COLLEGE	September-October 1994(73-79)	1995
ALASKA PACIFIC UNIVERSITY	March-April 1995(91-103)	1995
ESEX COMMUNITY COLLEGE MARYLAND	May-June 1995(32-39)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	May-June 1995(40-50)	1995
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	July-August 1995(65-73)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY INDIANA	May-June 1996(41-46)	1996
MINNEAPOLIS COLLEGE OF ART AND DESIGN	July-August 1996(51-60)	1997
BRIGHAM YOUNG UNIVERSITY	May-June 1997(53-58)	1997
UNIVERSITY OF THE DISTRICT OF COLUMBIA	September-October 1997(52-71)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(46-55)	1998
JOHNSON AND WALES UNIVERSITY RHODE ISLAND	May-June 1998(56-62)	1998
MOUNT MARTY COLLEGE SOUTH DAKOTA	May-June 1999(46-50)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	May-June 1999(51-59)	1999
UNIVERSITY OF CENTRAL ARKANSAS	January-February 2000(54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	March-April 2000(101-114)	2000
TIFFIN UNIVERSITY OHIO	January-February 2001(63-77)	2001
UNIVERSITY OF DUQUOIE IOWA	January-February 2002(53-63)	2002
	September-October 2001(62-73)	2002

## NEWSLINE

### Mt. Allison Members Avert Strike

Faculty and librarians who work at Mount Allison University have ratified a new collective agreement reached in mid-December with the help of a provincially-appointed mediator. The four-year agreement calls for a 3 per cent salary increase in each year of the contract, an increase in step increment size, improved parental leave, an additional two days vacation, a 10 per cent increase in the tuition fee discount, and expansion of the sabbatical leave provision to include probationary employees. In November members of the Mount Allison Faculty Association voted in favour of strike action. MAFA chief negotiator Brian Campbell said the 85 per cent strike mandate was a significant factor in reaching the settlement. "We are happy to arrive at an agreement without a strike," Campbell said. "This was a team effort that was made possible because of the strong support from the membership at every stage in the process." On Jan. 16, the board of regents voted unanimously to ratify the collective agreement.

### World-Wide Women

Goals set by Status of Women Canada for this year's International Women's Day and International Women's Week include examining the impact of new information and communication technologies, such as the Internet, on women and their use as a tool for the empowerment of women and the promotion of women's equality. A calendar of events for International Women's Week, starting March 2 and culminating with International Women's Day on March 8, will be available Feb. 27 at the Status of Women Canada web site [http://www.swc-cfc.gc.ca/dates/iwd/index\\_e.html#calendar](http://www.swc-cfc.gc.ca/dates/iwd/index_e.html#calendar).

### Strike Vote at UCCB

More than eight months after serving notice to bargain, teaching faculty at the University College of Cape Breton are still without a contract. Last-ditch talks aimed at averting a strike are underway this month after members of the UCCB Faculty Association of University Teachers voted 86 per cent in favour of job action. "We're hoping to avoid a strike," said faculty association president Allen Britten, but warned that if the talks failed there existed a real possibility of job action. In December FAUT negotiators applied for conciliation, hoping to speed up negotiations which have dragged on since June. Britten said while most non-monetary issues are being signed off, the union had yet to receive the monetary package from the employer.

### Deal at Trent

Trent University has pledged to hire more professors as part of a new collective agreement ratified in January for 234 members of Trent University Faculty Association. The contract, ratified by 95 per cent of the membership, also commits Trent to replacement of unanticipated departures of faculty members. The complement workload, according to TUPA president Peter Dawson, was the biggest issue during negotiations. The three-year agreement also calls for changes to the salary grid, increases in the teaching support and professional expense funds, and gains in health benefits. Not addressed during contract talks were salary increases. Salaries are covered under a previously established parity formula, which provided a 6.17 per cent salary increase in July 2002 to all members of the bargaining unit. Salaries for 2003 and 2004 will be determined using average salaries of a 16-unit comparator group in Ontario.

## HOMEWORK!

### The Six-Number Problem

An amusing pastime is to start with any six different whole numbers between 1 and 25 inclusive, and use any five of them, along with the arithmetic operations  $+$ ,  $-$ ,  $\times$ ,  $\div$ , and exponentiation (raising to a power), with suitable bracketing, to produce the sixth. For example, we can produce the number 18 from the numbers 3, 5, 6, 9 and 21 as follows:

$$(9 \times (21 + 5)) - 6^3 = 18$$

But you should also be able to get each of 3, 5, 6, 9, 18, 21 from the rest. In the solution, it will be shown how each number in the set {2, 3, 5, 6, 7, 24} can be obtained from the remaining ones.

Homework, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page 81.

### Correction

Dans l'article au sujet de Wendy Robbins, paru dans le numéro de janvier 2003 du Bulletin, il a été incorrectement indiqué que Mme Robbins avait rempli les fonctions de coprésidente des études féministes aux universités d'Ottawa et de Carleton. En réalité, elle a rempli les fonctions de titulaire de la Chaire conjointe en études des femmes pour l'Université d'Ottawa et l'Université Carleton.



## NEWS ACTUALITÉS

## Les conflits d'intérêts sont légion en recherche biomédicale

UNE nouvelle étude, rendue publique le mois dernier, conclut que les conflits d'intérêts sont si répandus en recherche biomédicale que près d'un scientifique sur quatre a des liens financiers avec l'industrie.

L'étude, menée par des chercheurs de l'école de médecine de la Yale University et publiée dans le *Journal of the American Medical Association*, révèle également que plus des deux tiers des établissements universitaires des États-Unis et du Canada détient des actions et du capital-actions dans des entreprises qui subventionnent la recherche biomédicale.

Selon les auteurs de l'étude, les liens financiers sont omniprésents et problématiques. Ils préviennent que les résultats de la recherche subventionnée par le secteur privé risquent plus de favori-

ser des intérêts commerciaux.

Justin Bekelman, un des auteurs de l'étude, a constaté, de même que ses collègues, que les bailleurs de fonds de l'industrie non seulement influencent les résultats de la recherche biomédicale mais modifient aussi la manière dont les essais cliniques sont conçus. Ainsi, les études subventionnées par l'industrie risquent beaucoup plus de comparer de nouveaux médicaments à des placebos plutôt qu'à des médicaments existants. Cette méthode augmente les chances d'obtenir des résultats positifs lors des essais.

Les auteurs de l'étude recommandent que les conflits d'intérêts entre les chercheurs, les établissements universitaires et l'industrie soient mieux gérés grâce à la création d'une base de données qui intégrerait les résultats de tous

les essais cliniques et divulgueraient les liens financiers entre les chercheurs et l'industrie.

Toutefois, Sheldon Krinsky, spécialiste des conflits d'intérêts à la Tufts University, a fait une mise en garde en signalant que les divulgations pourraient ne pas suffire.

« Nous ne permettrions pas à un juge, par exemple, de posséder du capital-actions dans une prison à but lucratif même s'il a divulgué ses intérêts », a déclaré M. Krinsky au *Chronicle of Higher Education*.

« Et pourtant, il semble qu'il soit correct que des scientifiques possèdent du capital-actions dans des entreprises qui subventionnent leur recherche du moment qu'ils en font la divulgation. » ■

English on page A9.

## Un arbitre accorde 3 % aux membres de l'UTFA

LES universitaires de l'Université de Toronto sont déçus de la décision d'un arbitre d'accorder une augmentation générale de salaire de 3 p. 100 pour l'année 2002-2003. Toutefois, George Luste, président de l'University of Toronto Faculty Association, estime que cette augmentation générale est la plus forte que les membres de l'UTFA aient reçu en dix ans.

« L'administration nous offrait une augmentation de 2 p. 100 pour un contrat d'un an », a-t-il précisé. « L'entente imposée par Martin Teplitsky est une amélioration bien sûr. Nous aurions cependant espéré mieux. »

George Luste a expliqué comment la médiation entre l'association des professeurs et l'université n'avait pas permis aux parties de parvenir l'année dernière à une entente pluriannuelle, acceptable de part et d'autre. Au départ, d'après

M. Luste, l'arbitre Teplitsky avait été nommé à la fois comme médiateur et, au cas où sa médiation échouait, comme arbitre.

« La bonne nouvelle est que nous n'aurons pas à attendre plusieurs années avant de pouvoir bonifier l'entente actuelle puisqu'elle n'est que d'un an. »

Il pense que l'association a maintenant une meilleure connaissance, en termes de chiffres, des lacunes de l'Université de Toronto en matière salariale et de pension. L'UTFA est dans une position plus solide pour se lancer dans la prochaine ronde de négociation qui commencera sous peu.

L'UTFA représente plus de 2 200 professeurs, bibliothécaires et agrégés de recherche à l'Université de Toronto. ■

English on page A9.

## Trades & Apprenticeship Training in B.C. Under Attack

THE Campbell government is dismantling British Columbia's well-established system of industry training. A year ago, the government announced an end to the Industry Training and Apprenticeship Commission (ITAC) — a four-cornered partnership of business, labour, government and education with a mandate to oversee and enhance apprenticeship and trades training.

In its place, the Ministry of Advanced Education appointed an employer-dominated transition advisory committee to develop recommendations for a new training system. In December, it released a draft discussion paper, written by ministry staff, outlining a proposed new model for industry training in B.C.

Cindy Oliver, president of the College Institute Educators' Association of B.C., said her association has concerns about the compressed time lines and lack of openness and transparency in the consultation process, adding that the proposed training model "represents a radical reduction in the quality of apprenticeship and training programs and a degradation of the value of the apprenticeship credentials."

Oliver said that narrow business interests will drive the new model — creating a system where labour is not involved in implementing apprenticeship and trades training.

According to CAUT executive director James Turk, the elimination of labour's key role is contrary to accepted practice elsewhere and destroys a vital element in all successful apprenticeship and industry training programs.

"The new scheme has no clear accountability measures," Turk said. "While the B.C. government says that an accountability framework will be developed, little work has been done in this area."

Oliver noted the lack of concern about workers has also been a hallmark of the process and proposals.

"Although the government proposes that the new model 'will be responsive to the needs of learners, employers and the marketplace,' where are the workers in this new model?" she asked.

"You cannot address critical skills shortages without having workers in mind and at the table."

While the government has provided an expanded role for business, there is no sign from business to increase its investment in training or increase its commitment to supporting apprentices.

### Trades Will Be "De-Skilled"

Under the new framework, the government proposes to deconstruct existing trades and technical training in the name of flexibility. In place of recognized and comprehensive credentials that have been hallmarks of apprenticeship training, the government proposes that skills be recognized by "incremental" or "specialized credentials," that demonstrate a partial completion of the skills needed for a trade.

"The move to a de-skilling of workers and the devaluing of trade credentials is a particular concern given the proposed partial credentials will fall short of the inter-provincial standard that allows trades credentials to be recognized in other provinces," Turk said.

"One of the ways that government and industry have been able to encourage young people to begin apprenticeship programs is by pointing to the mobility that the ticketed trades provide. New partial credentials that will likely not be recognized in other provinces and countries will limit the mobility of B.C. workers and will lessen the attractiveness of the skilled trades."

Like apprenticeship programs, Entry Level Trades Training, a foundation training program for those entering trades and apprenticeship in B.C., will be reorganized to include more online learning, shorter training periods and modularized curriculums.



Lizz Lindsay, president of CIEA Local 15 at Vancouver Community College, calls on government to open up the apprenticeship consultation at a rally outside a closed-door meeting.

The cost of education and training will be transferred to students and apprentices. Just as the Campbell government has done with students in universities and colleges, students who take trades training will now have to pay a much higher portion of the cost of their training.

Oliver noted there is no evidence the employer community is willing to assume greater costs in supporting its trainees.

"The system will remove support services for potential apprentices," she said.

### Apprenticeship Registration

The government has proposed to close all ITAC offices by May 2003. Apprentices will have to identify employers and will be required to register training agreements on an Internet-based, self-registration system. Once registered, apprentices will be required to access, review and update their employment record, including informa-

tion about technical training taken. Apprentices will also now be expected to schedule their technical training after discussion with the employer about timing and work priorities and register themselves for training programs — a function ITAC fulfilled.

The government acknowledges there is a risk involved in putting additional responsibility on learners to fund training and to make employment connections. Its discussion paper also identifies greater risk in the reliance on extensive coordination of action being undertaken by the main participants.

Oliver expressed special concern that while the government proposal offers little discussion of who will deliver training, it envisions more private providers.

"Government offers no meaningful rationale for this proposal and given that the oversight function of government will be dramatically reduced, further fragmenta-

tion of training may serve to weaken training outcomes and the development of a skilled workforce," she said.

"We are concerned that the significant public investment that has been made in the capacity of our public college and institute system, which currently delivers most of the industry training in the province, may well be put at risk."

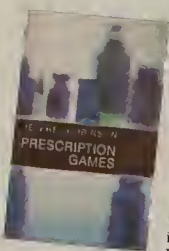
There is also a fear that safety will be jeopardized by the erosion of effective enforcement of industry standards. Currently, legislation identifies compulsory trades — those trades in which only certified journey persons and registered apprentices may work. Now, the government is proposing to amend legislative requirements for mandatory training for apprentices in these trades.

Oliver says a significant worry is that consumer protection and public and worker safety may be put at risk in the rush to deregulate. ■



# BOOKSHELF COIN DES LIVRES

## QUICK REVIEWS



### Prescription Games: Money, Ego and Power Inside the Global Pharmaceutical Industry

Jeffrey Robinson, Toronto: McClelland & Stewart, 2001; 320 pp; hardcover \$36.99 ca.

There's big money in Big Pharma. According to most financial analysts, the pharmaceutical industry offers some of the most reliable investment opportunities in the stock market. Drug companies surpass almost all other Fortune 500 companies in profit rates, outperform the Standard & Poor's 500 Index by as much as 90 per cent, and average returns more than three times that of other industries. Riches of this order are not generated by nice guys with soft hearts. In fact, the pharmaceutical industry is driven by ruthless managers with a relentless focus on the bottom line. In *Prescription Games*, veteran muckraker Jeffrey Robinson exposes the real world of Big Pharma. He shows how drug companies have benefited from politically motivated giveaways; demonstrates how and why their usual claim — that their enormous mark-ups are made necessary by the cost of research and development — are largely bogus; and argues convincingly that Big Pharma's unwavering determination to make money comes at the expense of real human suffering.



### Women and Leadership

Audrey MacNevin, Ellen O'Reilly, Elaine Leslau Silverman & Anne Taylor, eds, Ottawa: Canadian Research Institute for the Advancement of Women, 2002; 224 pp; paper \$13.95 ca.

Leadership emerges in every setting where there are women, in quilting guilds and work places, politics and universities, clubs and informal gatherings, and social service agencies and schools. Women's aspirations to lead are often thwarted. Their ambitions are derided, even negated, by a culture which deems them unseemly. In this collection, the authors challenge our thinking on the subject of leadership and remind us that to make change we must keep going, guided by the leaders who help us think clearly and work hard. The Canadian Research Institute for the Advancement of Women, 25 years old, is happy to contribute to new insights on leadership in this volume. Twenty-five years is a mere moment; making the changes we hope for requires tireless analysis, communal effort, and dogged persistence. We offer these essays in the hope for greater fairness, justice, and creativity in our culture and among our women leaders.



### Public-Sector Labour Relations in an Era of Restraint and Restructuring

Gene Swimmer, ed., Don Mills, Ontario: Oxford University Press, 2001; 232 pp; paper \$24.95 ca.

The 1990s in Canada will probably go down as the most stressful decade for public-sector industrial relations since the inception, 25 years earlier, of collective bargaining in the public service. Government debt and deficits became

the rationale for downsizing, outsourcing, privatization, layoffs, buyouts, and early retirement packages at both the federal and provincial levels. When workers' bargaining units did not bend to government demands at the negotiating table, and when their leaders did not blink at the threat of restrictive legislation, then governments of both the right and the left at times found it expedient to legislate rule changes to suit their fiscal or ideological purposes. The contributors to *Public-Sector Labour Relations* examine in depth the events of recent years in the public service of six jurisdictions — Nova Scotia, Ontario, Manitoba, Alberta, British Columbia, and the federal government. Trends in the other five Canadian provinces are also considered. Although collective bargaining is still alive, a major conclusion of this study is that collective bargaining in the Canadian public sector is decidedly not well.

Quick Reviews produced from information supplied by publishers.

## Exposing What Lies Behind the Push for Distance Education



### Digital Diploma Mills: The Automation of Higher Education

David F. Noble, Toronto: Between the Lines, 2002; 116 pp; paper \$19.95 ca.

By ELISABETH ABERGEL

DAVID Noble's book describes the commodification and commercialization of higher education through online instruction. More precisely, it denounces the underhanded and negligent methods university administrators used to secure supposedly huge profits in partnership with private corporations, at the expense of their employees and the public education system. This book tells of efforts to privatize and control knowledge, restrict access to education (under the guise of expanding it) and redefine the public role of the university.

*Digital Diploma Mills* consists of a series of articles published on the Internet between 1997 and 1998. Starting with a historical perspective on distance education, then called correspondence instruction, Noble aptly shows that the current push for technological learning has more to do with political economy than technology itself.

The first transformation of higher learning a century ago, giving rise to the diploma mills, emerged from the lucrative vocational training market developed through correspondence courses. Universities, eager to cash in, produced and distributed materials through the mail. The economic success of this venture depended on large dropout rates.

This first wave of profit-based distance education inspired by Taylorization attempted to reduce course production and delivery to mechanical processes, resulting in poor quality education and the "deskilling" of the teaching profession.

Noble's critique draws a parallel between correspondence courses and the hype surrounding online education today. He argues that similar processes are at work that could potentially alter the future of university education.

The consequences of public/private partnerships and their intricacies are described in detail, particularly the UCLA Extension (UNEX) agreement reached with THEN (The Home Education Network, later renamed onlinelearning.net — OLN) in 1997.

Not only did university administrators strike bargains with media corporations by circumventing normal decision-making processes, they traded the intellectual and physical labour of their employees without their consent or knowledge. Technology corporations obtained exclusive rights in return for the distribution of university course materials and for the institution's name as a product brand. In theory, universities would generate profits on sales of materials.

In this scenario, universities become the site of production and the market for online education. Students became the primary targets of these profit centers.

The single most important factor in the UCLA and other such deals hinged upon securing copyright

agreements from course instructors. Without this crucial component, Noble suggests, the contracts these institutions entered into were essentially illegal.

As a result of the ambiguous status of university ownership of course materials, instructors were pressured to produce Web-based course content as a condition of their employment, the most vulnerable instructors being singled out. Reduced to mere content providers, instructors involved in online learning and teaching unsuspectingly became subcontractors for media-based corporations.

Noble's work brings a much-needed perspective on the impacts of these digital diploma mills. He shows how public education is being subverted by private interests, how information is substituted for knowledge and how exclusive higher learning will be if profit motives rule the day. This spells the end of academic freedom and the deprofessionalization of university teaching.

The push for virtual universities and Web-based courses is more than a story about technological transformation. The machinations of university-corporate partners to gain control over the production and delivery of computer-based courses and over user information marks a new development in the university/industrial complex. Universities involved in these deals are active participants in the demise of higher education.

Concerns are being raised by students and faculty across North America about the future of public university education. Instructors are refusing to provide online courses. The debate over online education is polarized within academic circles. However, Noble suggests that some of the promoters of virtual classrooms have modified their message in light of opposition and, more important, false promises.

Web-based learning not only creates worse working conditions for instructors — essentially rendering them useless in the long-run — but also doesn't seem to be effective. As well, the quality of education suffers and students pay more for less.

Technology costs make online education a very expensive proposition and only privileged students will benefit from these developments. Student and faculty don't want it, and it's not clear how profitable it actually is. Some of the deals struck in the late 90s were terminated due to financial problems.

However, online education is not going away. I was a doctoral student during the York University strike of 1997, the starting point for Noble's book. The battle against online education was as important then as it is today. ■

Elisabeth Abergel teaches multidisciplinary studies at Glendon College of York University in Toronto.



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## NEWS ACTUALITÉS

## Conflicts of Interest in Biomedical Research

CONFLICTS of interest are so widespread in biomedical research that nearly one in four scientists have financial ties to industry, according to the findings of a new study released last month.

The study, conducted by researchers at Yale University School of Medicine and reported in the *Journal of the American Medical Association*, also discovered that more than two-thirds of academic institutions in the United States and Canada hold shares and other equity in firms that sponsor biomedical research.

"Financial relationships are pervasive and problematic," the study says, warning that the research bankrolled by industry is more likely to draw conclusions favourable to commercial interests.

Justin Bekelman, one of the study's authors, said that he and his colleagues found that not only did industrial sponsorship influence the outcome of biomedical research, but that it also affected the way clinical trials are designed. For instance, industry-sponsored

studies are far more likely to compare new drugs to placebos rather than to existing medicines, a method that increases the chances of a trial producing positive results.

The study's authors recommend that conflicts of interest between researchers, academic institutions and industry could be better managed through the creation of a public database that would include the results of all clinical trials and disclose researchers' financial ties to industry.

But Sheldon Krinsky, an expert on conflicts of interest at Tufts University, cautioned that disclosure may not be enough.

"We would not permit a judge, for example, to have equity in a for-profit prison, even if the judge disclosed it," Krinsky told the *Chronicle of Higher Education*. "And yet it seems to be that it's OK for scientists to have equity in companies that fund their research as long as they disclose it."

Version française à la page A7.

## Inscrire l'équité salariale comme un droit humain

À la fin de novembre, l'ACPPU a soumis un mémoire au Groupe de travail sur l'équité salariale, mis sur pied par le ministre de la Justice et la ministre du Travail dans le but « de faire les recommandations appropriées et nécessaires pour déterminer la façon dont l'équité salariale devrait être mise en œuvre dans une société moderne. »

Composé de trois membres, le groupe de travail est présidé par Beth Bilson, professeure de droit à l'Université de la Saskatchewan.

Le mémoire de l'ACPPU met en évidence 13 sujets de préoccupation. Parmi les principaux, mentionnons le besoin de reconnaître de façon permanente, en tant que droit de la personne, l'équité salariale et la parité salariale pour un travail égal. Il faudrait que ces impératifs soient protégés et mis en œuvre au moyen d'un modèle législatif quasi constitutionnel.

« En tentant de convertir l'équité salariale en une simple question syndicale, les employeurs et le gouvernement fédéral sapent sa nature car il s'agit d'un droit humain fondamental », a déclaré Rosemary Morgan, agente d'équité et conseillère juridique de l'ACPPU ainsi que l'auteur du mémoire.

L'ACPPU souligne en outre qu'une agence ou une commission indépendante des droits de la personne et dotée de fonds suffisants doit faciliter l'équité salariale et toutes les dispositions législatives créées pour éliminer la discrimination dans l'emploi. Cet organisme doit être chargé de superviser et d'appliquer toute la législation antidiscriminatoire connexe.

Selon M<sup>me</sup> Morgan, ancienement conseillère juridique et directrice intérimaire de l'équité salariale à la Commission canadienne des droits de la personne, le principal problème du régime

actuel est l'absence d'indépendance de la commission par rapport au gouvernement lorsqu'il est question d'obtenir des fonds importants et le financement insuffisant qui en découle pour les questions de discrimination systémique, dont l'équité salariale.

Dans son mémoire, l'ACPPU recommande également l'élimination de la discrimination fondée sur le sexe en matière salariale à l'aide d'une loi proactive.

À l'heure actuelle, le régime de l'équité salariale se fonde sur des plaintes. Il n'est pas entièrement efficace, mais il s'en remet trop aux plaignants et à la commission pour obtenir l'égalité. L'ACPPU prône un modèle d'équité salariale proactif semblable à ceux en place en Ontario et au Québec. Ce modèle, augmenté de plusieurs aspects non présents dans les régimes ontariens et québécois, aiderait mieux les parties en cause à obtenir l'égalité.

« Afin de vraiment remédier à la discrimination systémique », soutient M<sup>me</sup> Morgan, « une loi proactive ou des éléments proactifs d'une loi plus complète sur les droits de la personne doit prévoir la parité salariale pour un travail d'égale valeur et la parité salariale pour un travail égal, similaire ou pour le même travail. »

La parité salariale pour un travail d'égale valeur (l'équité salariale) s'est limitée à des comparaisons d'emplois qui sont considérés comme d'égale valeur. Par conséquent, le travail semblable ou le même travail n'est pas assujéti au même régime proactif dans les provinces où il existe une législation proactive sur l'équité salariale. ■

Traduit de l'article « Enshrine Pay Equity as a Human Right » (*Bulletin de l'ACPPU*, janvier 2003).

## Renewed Call for Tuition Freeze in Wake of Record Increases

STUDENTS across the country are reeling from hefty tuition hikes recently announced by many institutions for the next academic year.

From Victoria to Halifax, tuition fees are set to record one of their biggest one-year increases on record when the 2003 academic year begins this fall.

At the University of Alberta, tuition fees will jump by as much as \$6,000 over the next two years. Tuition for medical school will rise from \$5,674 to \$12,066 by September 2005. Law students will pay almost \$9,000 in 2004, up from \$4,300 today, and MBA tuition increases from \$4,491 to \$9,801. All other fees will rise by 6.9 per cent.

U of A board member Lynda Achtem opposed the dramatic increase for professional schools, warning higher fees will shut out many lower- and modest-income students.

"It increases this class structure of haves and have-nots," she said. "Only very rich people will be able to go into the professions."

Doug O'wram, the university's provost and academic vice-president, said the university had to raise tuition in order to preserve quality. Provincial funding per student, he said, has been cut almost in half over the last two decades.

But U of A faculty board representative Reuben Kaufman asked why tuition keeps rising even as classroom conditions deteriorate. He said he teaches a biological sciences course where the class size has jumped from 130 students in 1995 to 210 this year and will likely rise to 300 next year.

Elsewhere, the University of Victoria has announced tuition hikes of 30 per cent for undergraduate students, following 30 per cent fee increases last year. The university is also introducing higher fees for law school and business administration.

And Dalhousie University president Tom Traves says fees at his institution will likely rise by between nine and 12 per cent next year.

The rapid jump in fees is prompting the Canadian Federation of Students to renew calls for a nationwide tuition freeze.

At a public forum on accessibility organized by CFS and CAUT last month in Vancouver, student leaders warned that higher fees are making it impossible for more



Edmonton — Students rally at the U of A Jan 16 to protest tuition fee increases.

and more students to get a post-secondary education.

"With average undergraduate tuition fees rising more than 135 per cent over the last decade, Canada is moving towards an elitist system of post-secondary education," said Jaime Matten, B.C. chairperson of the Canadian Federation of Students.

Students from low- and middle-income families are already less than half as likely as other Canadians to have access to post-second-

ary education, she said. "Increased tuition fees are widening that gap."

Students insist it's time for the federal government to reinvest in colleges and universities.

On April 3, CFS and CAUT will host a national forum on access in Ottawa. Local events are also scheduled for Winnipeg on Feb. 26, Sydney on March 4, Toronto on March 18 and Sudbury on March 25. ■

Version française à la page A5.

## Arbitrator Awards 3% at Toronto

ALTHOUGH academics at the University of Toronto are disappointed with an arbitrator's decision to award a 3 per cent across-the-board salary increase for the 2002-2003 academic year, George Luste, president of the University of Toronto Faculty Association, says it's the highest ATB award UFA members have received in a decade.

"The administration was offering a 2 per cent increase for a one-year settlement," he said. "The settlement imposed by Martin Teplit-

sky is, of course, an improvement, but we had hoped we would do better."

Luste pointed out how a mediation phase between the faculty association and the university failed to achieve a mutually acceptable multi-year settlement last year. At the outset, Luste said, Teplitzky was designated as both mediator, and if that failed, to act as arbitrator.

"The good news is that because it is only a one-year award, we do not have to wait several years before we have an opportunity to im-

prove on the current settlement."

He says the association now has an even better numeric grasp of the shortcomings in the salary and pension practices at UoT. The implication for UFA, he said, is a stronger position going into the next round of negotiations, "which will commence shortly."

UFA represents more than 2,200 faculty, librarians and research associates at UoT. ■

Version française à la page A7.





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## NEWS

### Radwanski Warns Right to Privacy Endangered

From PAGE A1

compass with regard to the fundamental human right of privacy."

"Now 'September 11' is invoked as a kind of magic incantation to stifle debate, disparage critical analysis and persuade us that we live in a suddenly new world where the old rules cannot apply."

He cautioned against the popular response: "If you have nothing to hide, you have nothing to fear."

"The truth is that we all do have something to hide, not because it's criminal or even shameful, but simply because it's private. We carefully calibrate what we reveal about ourselves to others. Most of us are only willing to have a few things known about us by a stranger, more by an acquaintance, and the most by a very close friend or a romantic partner. The right not to be known against our will — indeed, the right to be anonymous except when we choose to identify ourselves — is at the very core of human dignity, autonomy and freedom."

In pointing out that "the more information government compiles about us, the more of it will be wrong" he cited numerous factual

errors people have found in various government databases.

He warned that "if our privacy becomes ever more systematically invaded by the state for purposes of assessing our behaviour and making judgments about us, wrong information and misinterpretations will have potential consequences." Wrong facts can make it appear we have done things we have not. Misinterpretation of innocent behaviour can cause suspicions and put us in trouble in a society where everyone is viewed as a potential suspect.

"Worse yet, we may never know what negative assumptions or judgments have been made about us in state files," Radwanski noted. "Under exemptions to the general right of access under the Privacy Act, Canadians do not have the right to see the personal information the government holds about them if it pertains to national security or an ongoing investigation."

"By the time we clear our names and establish our innocence, we may have suffered irreparable financial or social harm."

Version française à la page A11.

### Stop Wrangling Over Health Care & Implement Romanow Report

From PAGE A3

The report recommends Ottawa scrap the CHST and create a separate fund for health care that is transparent and that provides stable funding.

The elimination of the CHST is critical, not only for health care, but for post-secondary education as well. The creation of a separate funding mechanism for health care would mean the federal government would have to develop a separate funding mechanism for post-secondary education.

CAUT has proposed a Canada Post-Secondary Education Act that would parallel the existing Canada Health Act and the changes to that act proposed in the Romanow report. There is growing support among politicians for the Post-Secondary Education Act.

The Romanow report also calls for the creation of four new Centres for Health Innovation to focus on rural and remote health, health human resources, health promotion and pharmaceutical policy. Also proposed is the establishment of a National Drug Agency to evaluate new drugs and re-evaluate existing ones. Romanow's report is a comprehensive vision for improving our

health care system, and Ottawa needs to act quickly to implement the recommendations.

CAUT Council, at its November meeting, passed the following resolution: "That CAUT commit to the fight to preserve and enhance Medicare and health care insurance coverage for all Canadians, by assisting the Canadian Labour Congress, the Canada Health Coalition and other national organizations in their national campaigns."

Critical decisions are now being made about medicare by both the federal cabinet and provincial health ministers. I would urge you to support implementing the Romanow report by signing the online petition sponsored by the Canadian Health Coalition that can be found at <http://www.petitiononline.com/romanow>.

It is time for the federal and provincial governments to stop their wrangling over health care and post-secondary education and to listen to the Canadian people. The funds that pay for health and education are neither federal nor provincial funds. They are our tax dollars and the vast majority of Canadians want these funds spent on social programs that define the distinctiveness of being Canadian.

### Les membres de l'AUCFA en faveur de l'accréditation

Suite de la PAGE A1

M. Lotz estime que l'AUCFA préférerait des relations dont le fondement juridique est plus solide que ce qu'offre un accord volontaire. « L'accréditation permettra à l'association de négocier des ententes ayant une portée plus large

et offrant plus de sécurité que par le passé ».

La nouvelle unité comprendra les chargés de cours et d'autres professeurs contractuels.

« La réaction formidable du corps professoral face à cette décision montre qu'elle arrive à point nommé », a conclu Gerhard Lotz.



## NEWS ACTUALITÉS

## La cour rejette la poursuite d'une université contre Sami Al-Arian

LA juge d'une cour de district de la Floride a refusé de trancher la question de savoir si l'intention de l'University of South Florida de congédier un professeur permanent controversé lésait le droit de celui-ci à la liberté d'expression.

Les dirigeants de l'USF prétendent que Sami Al-Arian a contribué à réunir des fonds pour des organismes terroristes, a aidé des terroristes à entrer aux États-Unis et a fondé des organisations appuyant le terrorisme. Sami Al-Arian, un réfugié palestinien arrivé aux États-Unis en 1975, a nié les accusations de liens avec des terroristes et affirme que l'université tente de le congédier pour ses opinions politiques.

En dépit du travail d'un grand jury fédéral et d'une enquête du FBI qui n'ont donné lieu à aucune accusation contre lui, l'USF a maintenu son projet de congédier le professeur de science informatique, en congé avec solde depuis janvier 2002.

L'automne dernier, des dirigeants de l'université ont demandé à la cour un jugement déclaratoire pour déterminer si le congédiement de Sami Al-Arian violait les droits de celui-ci.

Dans sa décision du 16 décembre, la juge Susan Bucklew de Tampa a statué que la requête était prématurée et qu'elle courrait à la convention collective du corps professoral qui exige des parties d'aller en arbitrage. La requête de l'université ne pouvait être accueillie parce qu'elle demandait aux tribunaux de passer par dessus l'étape finale du processus de règlement de différend.

Sami Al-Arian s'est dit heureux du jugement mais a reconnu que l'affaire était loin d'être terminée.

« La juge a convenu que je ne devais pas être privé de mes droits et de mes choix, ce que l'USF tentait de faire », a-t-il déclaré au St. Petersburg Times. « Je suis fier du système judiciaire. »

Son avocat, M<sup>e</sup> Robert McKee, a dit à l'Associated Press que le jugement ne le surprenait pas et qu'il attendait la prochaine initiative de l'université.

« La balle est dans son camp. Si l'USF n'est pas certaine, comme elle l'a fait valoir en cour, que le congédiement de M. Al-Arian viole ou non les droits constitutionnels de celui-ci, nous lui suggérons donc qu'elle ne le congédie pas. »

Selon M<sup>e</sup> McKee, l'université pourrait en appeler de la décision, ce qui retarderait davantage le règlement de l'affaire, ou elle pourrait congédier M. Al-Arian quand

même et confier l'affaire à l'arbitrage. Elle pourrait aussi retarder sa décision en attendant les conclusions d'une autre enquête sur les prétendus liens avec des terroristes de Sami Al-Arian.

Le porte-parole de l'USF, Michael Reich, n'a pu dire si l'université prévoyait en appeler de la décision ou mettre fin à l'emploi de M. Al-Arian.

« Nous ne croyons pas que son congédiement irait à l'encontre de ses droits, mais le recours aux tribunaux était la façon d'en être absolument certain », a déclaré M. Reich.

Roy Weatherford, président de la section Floride Sud de la United Faculty of Florida qui défend Sami Al-Arian, a critiqué l'administration de l'USF pour avoir tenté des poursuites. Il estime qu'elle n'a pas obtenu grand résultat.

« Nous repartons à zéro, après avoir dépensé quelque deux cent mille dollars », a-t-il confié au Chronicle of Higher Education.

La rectrice de l'USF, Judy Genshaft, a suspendu Sami Al-Arian l'année dernière lorsque son apparition à l'émission Fox News Channel, a soulevé la controverse. On y a diffusé des déclarations controversées qu'il a faites il y a plus de dix ans au sujet de la première intifada palestinienne.

M<sup>me</sup> Genshaft a alors annoncé qu'elle prévoyait congédier le professeur au franc parler. Elle a d'abord avancé que l'université ne pouvait garantir sa sécurité sur le campus, puis elle a prétendu qu'il avait des liens avec des organismes terroristes.

M. Al-Arian a menacé d'intenter des poursuites s'il était congédié et l'American Association of University Professors a prévenu l'université qu'elle ferait face à la censure au motif qu'elle violait la liberté d'expression et la liberté universitaire du professeur si elle mettait fin à son emploi.

Dans un geste extraordinaire, les avocats de l'USF ont ensuite tenté des poursuites et demandé aux tribunaux de déterminer si le congédiement de Sami Al-Arian pour ses prétendus liens avec le terrorisme violait les droits de celui-ci en vertu du premier amendement.

L'AAP attend les conclusions du rapport d'un comité d'enquête sur l'affaire. Après la publication du rapport, on annoncera la décision quant à l'imposition de la censure à l'USF. ■

English on page A5.

## Le droit à la vie privé est menacé, prévient M. Radwanski

LE commissaire à la protection de la vie privée, George Radwanski, prévient que le droit à la protection de la vie privée au Canada est, plus que jamais, gravement menacé.

Dans le rapport annuel qu'il a rendu public le mois dernier, M. Radwanski fait la déclaration suivante : « À moins que les parlementaires et l'opinion publique ne se mobilisent rapidement pour dissuader le gouvernement du Canada de poursuivre dans la même voie, nous risquons de perdre définitivement non seulement des droits à la vie privée que nous considérons comme acquis, mais aussi des aspects importants de la liberté que nous connaissons aujourd'hui. »

Il mentionne diverses initiatives que le gouvernement fédéral a prises dans la foulée du 11 septembre au nom de la lutte contre le terrorisme. « Toutefois, les aspects qui menacent le plus la vie privée n'ont aucun lien avec la lutte contre le terrorisme, ou n'ont frent aucune promesse convaincante d'améliorer efficacement la sécurité », a-t-il ajouté.

Dans son rapport, il fait part de ses préoccupations au sujet de l'élargissement des mesures antiterroristes « pour servir d'autres buts qui n'ont absolument rien à voir avec la lutte contre le terrorisme », ou à des atteintes à la vie privée dont la pertinence n'ont pu être démontrées dans le cadre de la lutte contre le terrorisme.

Il dénonce la nouvelle base de données sur les voyageurs, du style « Big Brother », de l'Agence des douanes et du revenu du Canada, des dispositions du projet de loi C-17 (présentement à l'étude à la Chambre des communes), qui donne des pouvoirs sérieusement accrues à l'État pour la surveillance des communications, la carte d'identité nationale comportant des identificateurs biométriques que propose le ministre de la Citoyenneté et de l'Immigration, Denis Cordeiro, et l'appui du gouvernement à la surveillance vidéo des voies publiques par la GRC.

« Il ne s'agit pas ici d'inquiétudes abstraites ou théoriques »,

soutient M. Radwanski. Si ces mesures vont de l'avant, il prévient que « tous nos séjours à l'extérieur du Canada seront systématiquement enregistrés, observés et analysés dans le but de repérer des signes de ce que le gouvernement pourrait trouver douteux ou indésirables. » Ces dossiers d'information seront accessibles à pratiquement tous les ministères et organismes fédéraux qui les utiliseront comme bon leur semble.

Les cartes d'identité nationales « permettront à la police de nous arrêter sur la voie publique et de nous obliger à nous identifier sur demande. » Le commissaire déplore que, depuis le 11 septembre, le gouvernement fédéral « a perdu tout repère moral en ce qui concerne le droit fondamental de la personne à la vie privée. »

« Maintenant, le "11 septembre" est invoqué comme une sorte d'incantation magique, pour étouffer les débats, pour dénigrer l'analyse critique et pour nous persuader que nous vivons dans un monde soudainement nouveau dans lequel les vieilles règles n'ont plus cours. »

### La vérité, c'est que nous avons tous quelque chose à cacher.

Il nous met en garde contre ce que nous nous faisons souvent dire : « Si vous n'avez rien à cacher, vous n'avez rien à craindre. »

« La vérité, c'est que nous avons tous quelque chose à cacher, non pas des actes criminels ou même honteux, mais tout simplement parce qu'il s'agit de notre vie privée. Nous mesurons soigneusement ce que nous révélons de nous-mêmes à autrui. La plupart d'entre nous ne sommes disposés à nous laisser connaître que bien peu par un étranger, un peu plus par une connaissance, et le mieux par un ami intime, ou un ou une amie de cœur. Le droit de ne pas se révéler malgré soi — en fait, le

droit d'être anonyme sauf lorsque nous choisissons de nous identifier — est le noyau de la dignité, de l'autonomie et de la liberté humaines. »

En soulignant le fait que « plus le gouvernement accumulera de renseignements sur notre compte, plus il y aura de ces renseignements qui seront erronés », il cite de nombreuses erreurs factuelles que des gens ont repérées dans diverses bases de données du gouvernement.

Il prévient que « si notre vie privée est enfreinte de plus en plus systématiquement par l'État à des fins d'évaluation de notre comportement et de jugements sur notre compte, les renseignements erronés et les fausses interprétations risquent fort d'avoir des conséquences. » Des faits erronés peuvent nous faire paraître responsables d'actes que nous n'avons pas commis.

La mauvaise interprétation d'un comportement parfaitement innocent peut être jugée suspect et nous risquons d'avoir des ennuis avec une société où tous sont suspects.

« Pis encore, nous pourrions ne jamais savoir de quelles hypothèses nuisibles nous avons fait l'objet ni quels jugements négatifs ont été portés sur nous dans les dossiers de l'État » ajoute M. Radwanski. « En vertu d'exemptions au droit général d'accès conformément à la Loi sur la protection des renseignements personnels, les Canadiens et Canadiennes n'ont pas le droit de voir les renseignements personnels que conserve le gouvernement sur eux si ces données se rapportent à la sécurité nationale ou à une enquête en cours. »

« Avant que nous n'ayons pu laver notre nom et établir notre innocence, nous pourrions avoir subi un préjudice financier ou social irréparable. » ■

Le rapport du commissaire à la protection de la vie privée se trouve sur le site [http://www.privcom.gc.ca/information/ar/02\\_04\\_10\\_1.asp](http://www.privcom.gc.ca/information/ar/02_04_10_1.asp).

English on page A1.

## Support Internationalism

From PAGE A3

To my colleagues who are not affected by the recent U.S. discriminatory practices, I want to warn you that such practices are simply the first steps in restraining your freedom and assaulting your dignity, too. Many of us have experienced the cruelty of immigration officials in some foreign country

and perhaps pledged not to return to that country. ■

Esam Hussein is a professor of mechanical engineering at the University of New Brunswick and the past president of the Association of University of New Brunswick Teachers.

The views expressed are those of the author and not necessarily those of CAUT.

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# ACADEMIC CAREERS

SECTION

## ACCOUNTING

■ **MCMASTER UNIVERSITY** — The Michael G. DeGroote School of Business seeks applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, e-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Outlets include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

## AMERICAN LITERATURE

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** — Please quote reference number ANFO003 on all correspondence. UCCB invites applications for a tenure-track American Literature Assistant Professor position to commence July 2003, subject to budgetary approval. The successful candidate will teach Modern American Literature and one or more sections of Introduction to Literature. Candidates should have a PhD or be near completion, research interests and teaching experience in American Literature, publications and a secondary interest in literary criticism and critical theory. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarship activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is

an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal people, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. March 7, 2003. UCCB Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2. Tel: (902) 563-1158, Fax: (902) 563-1458, Email: hr@uccb.ns.ca, Website: www.uccb.ns.ca.

## ANIMAL SCIENCE

■ **THE UNIVERSITY OF GUELPH** — The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Swine Breeding. Candidates must have a PhD or equivalent degree in Animal Breeding with an excellent background in quantitative genetics and an advanced understanding of animal models and genetic parameter estimation. Applications are encouraged from scientists who have a strong interest in working at the interface between quantitative genetics and experimental molecular biology, especially in the area of genomic analysis. The incumbent will be expected to show a high level of initiative and excellent communication skills, and will be responsible for developing a vigorous collaborative research program including strong interaction with the swine breeding industry. In addition, the incumbent will be responsible for teaching at the undergraduate and graduate levels, particularly in quantitative genetics. The successful applicant will be a member of the Centre for Genetic Improvement of Livestock within the Department of Animal and Poultry Science, which has excellent computer and laboratory facilities, access to extensive animal holding facilities, and close ties with industry. The position will be available May 1, 2003. The incumbent will be encouraged to apply for infrastructure funding through the Canada Foundation for Innovation/Ontario Innovation Trust New Opportunities Program. The application, with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references should be submitted by March 15, 2003 to Dr. Jane M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, On

tario, Canada N1G 2W1; email: agibbins@uoguelph.ca; website: http://www.ap.s.uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## ANTHROPOLOGY

■ **MCMASTER UNIVERSITY** — The Department of Anthropology and the Programme in Gerontological Studies at McMaster University invite applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2003. The appointment will be held jointly in Anthropology, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Anthropology, and in Gerontological Studies, an interdisciplinary undergraduate degree programme with a commitment to utilizing innovative teaching methods such as inquiry, problem based and experiential learning. Further information on the Department of Anthropology and the Gerontological Studies Programme can be found at [www.socsci.mcmaster.ca](http://www.socsci.mcmaster.ca). The successful candidate will have a PhD in Anthropology or a related discipline with a strong background in medical anthropology, particularly in the study of aging and health, and research interests that complement and extend the Department of Anthropology's strengths in medical/cultural anthropology. He or she will be expected to carry out an independent interdisciplinary research programme in aging and health yielding significant peer-reviewed publications; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in medical and cultural anthropology and gerontology; and engage in the teaching and supervision of master's and doctoral students in the Department of Anthropology. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a

curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Matthew Cooper, Chair, Department of Anthropology, McMaster University, Hamilton, ON L8S 4L9, Canada or Dr. Margaret Denton, Director, McMaster Centre for Gerontological Studies, McMaster University, Hamilton, ON L8S 4M4, Canada. The closing date for applications is February 28, 2003.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a newly endowed Chair in India Research to be appointed beginning July 1, 2003. The appointee will be made jointly by the Institute of Asian Research and the Department of Anthropology and Sociology, and the holder of the Chair will be expected to contribute to the teaching and research activities of both units. Appointment is expected at the Assistant Professor level, but a higher rank appointment may be made for an exceptional candidate. Applicants must have a PhD in Anthropology, and a demonstrated commitment to excellence in teaching, research and publication in social/cultural anthropology of India and have full competence in at least one of the languages of India apart from English. The successful candidate will be a dynamic individual who can contribute in original and substantive ways to the intellectual growth of India and South Asian Studies at UBC. The Department of Anthropology and Sociology offers separate undergraduate and graduate programs in Anthropology and in Sociology. Anthropology faculty area interests include the Americas, Asia, Oceania and Europe. The main focus of sociocultural anthropology, anthropological archaeology, physical anthropology, linguistic anthropology, and museum studies are strongly represented. Research facilities are available in the Museum of Anthropology and in the Laboratory of Archaeology. The Institute of Asian Research (IAR) is a local point at UBC for research on contemporary issues in Asia. Research on India is carried out through IAR's Centre for India and South Asia Research (CISAR), one of five regional Research Centres within IAR. CISAR was established to promote research on a wide variety of topics dealing with India and South Asia and their relationships to the world community. UBC is on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Inquiries and applications, including names and addresses of referees, curriculum vitae, sample research materials and a summary of current and future research interests should be sent by

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## Director, School of Social Work

McGill University seeks outstanding candidates with demonstrated scholarly and leadership abilities for the position of Director of the School of Social Work, for a five-year term, renewable, effective June 1, 2003. Candidates must have a doctorate in Social Work or an M.S.W. and a doctorate in a related field.

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The School of Social Work has an endowed Centre for Applied Family Studies, three clinics offering services in family violence, marriage and family counselling, loss and bereavement and bi, gay, lesbian sexuality. It also houses the McGill Consortium for Human Rights Advocacy Training (MCHRAT).

The School is composed of 10 full-time and 5 part-time professors and approximately 300 students, and reports directly to the Dean of Arts.

The successful candidate will foster superior teaching, research and scholarship and effective relationships with community and professional organizations. Faculty in French is an asset.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, should be submitted by **February 28, 2003**. Review of applications will begin at this time but applications will be considered until the position is filled.

The Dean  
Faculty of Arts, McGill University  
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[www.mcgill.ca](http://www.mcgill.ca)

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

## Directeur, École de service social

L'Université McGill cherche à pourvoir le poste de directeur de l'École de service social pour un mandat de cinq ans renouvelable, à compter du 1er juin 2003. Les candidats doivent être titulaires d'un doctorat en service social ou d'une maîtrise en service social et d'un doctorat dans une discipline annexée et posséder des qualités avérées de dirigeant et de chercheur.

Située dans une université à forte intensité de recherche et à vocation internationale, l'École dispense des programmes de premier cycle (BSW) et de deuxième cycle (MSW, programme conjoint de LLB/MSW), de même qu'un programme bilingue de doctorat, offert conjointement avec l'Université de Montréal, un programme de doctorat interdisciplinaire et un programme de pratique du service social auprès des populations nordiques et autochtones sanctionné par un certificat. Le cursus englobe la pratique, l'administration, les politiques et les recherches dans un vaste éventail de spécialités. Le milieu multiculturel de l'École est l'un de ses principaux atouts. L'École de service social a un Centre doté d'études appliquées sur la famille, trois consultations qui dispensent des services sur la violence familiale, l'orientation conjugale et familiale, la perte d'un être cher et le deuil ainsi que la bisexualité et l'homosexualité. Elle abrite également le Consortium pour la formation sur la défense des droits humains de Montréal (GDDHMM).

L'École compte 10 professeurs à temps plein et 5 à temps partiel et environ 300 étudiants, et elle relève directement du doyen de la faculté des arts.

Le candidat retenu devra donner une nouvelle impulsion aux programmes d'enseignement, de recherche et d'éducation et nouer des rapports fructueux avec des organismes communautaires et professionnels. La connaissance du français est souhaitable.

Les candidatures et les mises en candidature, accompagnées d'un curriculum vitae et du nom de trois répondants, doivent parvenir à l'École avant le **28 février 2003**. L'examen des dossiers débutera à cette date, mais les candidatures seront prises en considération jusqu'au pourvoi du poste.

Doyen  
Faculté des arts, Université McGill  
853, rue Sherbrooke ouest  
Montréal (Québec) H3A 2T6

Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse avant tout aux citoyens et aux résidents permanents du Canada. L'Université McGill soutient à l'équité en matière d'emploi.

## Answer to Homework!

From Page A3. We have, for example that:

$$\begin{aligned}(24 \div 6) - ((3 + 7) \div 5) &= 2 \\ (2 + 7 + 24) \div (6 + 5) &= 3 \\ (24 + 6) - (3 + 7) + 2 &= 5 \\ 24 \div (5 + 7 - 2^3) &= 6 \\ (6 + 2 + 3 + 24) \div 5 &= 7 \\ (2 \times 3) + (5 + 6 + 7) &= 24\end{aligned}$$

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## CAREERS CHANCES

## Vice-Provost, Research/Vice recteur à la recherche

Concordia University seeks qualified applicants for the position of Vice-Provost, Research (Vice-recteur à la recherche) commencing June 1, 2003 or as soon thereafter as possible. The term is an initial contract up to five years, renewable for a total mandate of up to ten years.

### Duties

The Vice-Provost, Research reports to the Provost and through the Provost to the Rector and is a member of the Rector's Cabinet. She or he functions as the chief research officer of the University to further the academic plans and priorities of the University and its Faculties with respect to research. More specifically:

- the Vice-Provost, Research has the primary institutional responsibility to coordinate, facilitate and monitor all University-wide efforts to enhance and support research, research funding and knowledge transfer;
- she or he oversees and coordinates representation, lobbying and negotiations with external bodies on research-related matters;
- the Vice-Provost, Research ensures that Concordia has appropriate up-to-date University-wide policies with respect to research and the mechanisms to monitor their application;
- she or he oversees University-level research services so that the latter are well-oriented, efficient and effective, and addresses the specific needs of the Faculties and their researchers.

### Qualifications

The successful candidate will have had either (a) an extensive and accomplished career as a professional in research administration, with an earned PhD and significant familiarity with universities and university-based research, or (b) an extensive and accomplished career as a university-based researcher, with significant experience and accomplishments in research administration. English and French proficiency is essential.

Applications, including a full curriculum vitae and a one-page summary of relevant experience, will be accepted until March 13, 2003 and should be sent to:

Heather Adams-Robinette  
Concordia University  
University Secretariat - BC 321  
1455 de Maisonneuve ouest  
Montreal, Quebec  
H3G 1M8

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.



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## Department Chair Electrical & Computer Engineering



University  
of Victoria

Applications are invited for the position of Chair of the Department of Electrical and Computer Engineering. The appointment as Department Chair will be effective July 1, 2003 and normally will be for a five-year term. External candidates should have a PhD in Electrical or Computer Engineering or a related field and have the qualifications and standing to be appointed as a tenured Associate Professor or tenured Professor.

The candidate will usually have a strong record of teaching and research at a university but candidates from industry with a strong research record are also encouraged to apply. Candidates should be registered as a Professional Engineer or be eligible for such registration. Administrative experience will be a strong asset. The successful candidate will have demonstrated or have the potential for strong academic leadership and innovation.

The Department currently has 22 faculty members, with plans to grow to 37, and 100 graduate students with plans to grow to 150. It offers B.Eng., M.Eng., M.A.Sc. and PhD programs. The undergraduate program is 100% co-op. A Bachelor of Software Engineering program, jointly offered with the Department of Computer Science, is scheduled to begin in September 2003. The Department is very strong in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found at <http://www.ece.uvic.ca/>.

Please send applications, including curriculum vitae and the names of at least six references, to: Dean Michael Miller, ECE Chair Search Committee, Faculty of Engineering, University of Victoria, P.O. Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6. E-mail: [ece-chair-search@eng.uvic.ca](mailto:ece-chair-search@eng.uvic.ca) (WORD / PDF attachments). Closing date for applications is March 15, 2003.

The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. This advertisement is directed to both Canadian and international candidates.

challenge minds  
change worlds

March 31, 2003 to: Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Dr., Vancouver, B.C., V6T 1Z2.

■ **SAINTE MARIE'S UNIVERSITY** - The Department of Anthropology seeks to make a contractually limited appointment in the sub-field of Biological Anthropology. This appointment is for nine months and will be filled as a seasonal appointment at the rank of Assistant Professor. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents. Applicants should have a PhD or be near completion. The position is typically open, but preference will be given to candidates with teaching experience for courses such as our Introduction to Biological Anthropology and Advanced Biological Anthropology. To obtain more information about our university and department please visit our web site at [www.smu.ca](http://www.smu.ca). Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Please send before 30 March 2003 a curriculum vitae, a statement of interest and the names of three references to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C2. Electronic application may be submitted to Ms. Monica Lewis at: [monica.lewis@smu.ca](mailto:monica.lewis@smu.ca).

### ANTHROPOLOGY & SOCIOLOGY

■ **THE UNIVERSITY OF CAPE BRETON** invites applications for two (two) three-year tenure-track positions at the rank of Assistant Professor to commence July 1, 2003 (subject to budgetary approval). Please quote reference number A10101 on all correspondence. Anthropology/Sociology/Cultural Assistant Professor - areas of specialization are open. Preference is for those not duplicating current faculty strengths. Please quote reference number S00301 on all correspondence. Sociology Assistant Professor - areas of specialization to include both gender and family. Successful candidates will teach three undergraduate courses in each semester which will include a joint course in Sociocultural Anthropology and Sociology at the introductory level (ANVS 110). A number of cross-listed courses at more advanced levels will be considered an asset. Applicants must have a PhD or be very near completion and are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarship activities and service to UCCB community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal People, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting reference number A10101, a complete dossier including a curriculum vitae, evidence of teaching experience, samples of published works, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. March 7, 2003. UCCB Office: Human Resources, University College of Cape Breton, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2. Tel: (902) 563-1156, Fax: (902) 563-1458. E-mail: [hr@uccb.ns.ca](mailto:hr@uccb.ns.ca). Website: [www.uccb.ns.ca](http://www.uccb.ns.ca).

### APPLIED HUMAN SCIENCE

■ **CONCORDIA UNIVERSITY** - The Faculty of Arts and Science, has up to four full-term appointments available in its Department of Applied Human Science. Please see our full-page display ad in this issue.

### APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** - Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to: J. Walnig, Chair, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The above position is being advertised in conjunction with the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Mechanics & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our web page at [www.math.uwaterloo.ca/AM\\_Dep/](http://www.math.uwaterloo.ca/AM_Dep/) or homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

### AQUATIC ECOSYSTEMS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** invites applications for the position of Director of the University's Fisheries Centre, to take office July 1, 2003, or as soon thereafter as possible. The Fisheries Centre is a world-class unit with particular strength in developing ecosystem-based management approaches and tools, and in innovative marine conservation. This multidisciplinary unit promotes and integrates research on fish and fisheries, including ecology, fisheries assessment, community-based management, marine conservation, and related policy and ethics, interactions with marine mammals and aspects of fisheries that draw on ecology, law, sociology, history, and other disciplines. The Centre has recently been awarded a major Canada Foundation for Innovation grant to build an Aquatic Ecosystems Research Laboratory in support of fisheries and aquatic ecosystem research. The successful candidate must be an international distinguished scholar of exceptional standing, and must bring a broad vision for interdisciplinary fisheries research. The successful candidate must demonstrate an understanding of the principles of emerging ecosystem-based science, and the capacity to initiate and support collaborative research and graduate programs with relevant academic units across the University and with community partners. UBC has established a policy of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter describing their interest in the position, a curriculum vitae, and names and addresses of at least four references whom we can contact in confidence, by February 28, 2003, to: Dr. Francis Grand, Director of Graduate Studies, University of British Columbia, 6371 Crescent Road, Vancouver, BC V6T 1Z2. Fax: 604-822-9292. E-mail submissions: [fishlab@ubc.ca](mailto:fishlab@ubc.ca). Additional information: [www.fisheries.ubc.ca](http://www.fisheries.ubc.ca) or [www.facultyrelations.ubc.ca/facultygrad.htm](http://www.facultyrelations.ubc.ca/facultygrad.htm).

### ARCHAEOLOGY & CLASSICAL STUDIES

■ **WILFRID LAURIER UNIVERSITY** - The Department of Archaeology & Classical Studies at Wilfrid Laurier University invites applications for two twelve-month limited term positions at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. The successful candidates, who will have a PhD or be certain of completion before the start of the appointment, should be competent to teach the following configuration of courses: (1) Greek history, culture and civilization (from the introductory to the senior undergraduate levels) or (2) both ancient languages, Greek and Roman, and civilization, and a course in translation in the development of Latin literature. Other requirements include a demonstrated excellence in teaching, evidence of a research program, publications and/or providing a sample of writing. Applicants are asked to submit a curriculum vitae, covering all relevant teaching and research interests, a current teaching dossier, a writing sample (max. 25 pages) and a PhD certificate. All correspondence should be sent to: Professor C.J. Simpson, Chair, Department of Archaeology & Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by March 18, 2003. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men. In addition, in a visible minority, persons with disabilities, and aboriginal people.

### BIOLOGY

■ **THE UNIVERSITY OF WINNIPEG** - The Department of Biology invites applications for a tenure track position, at the rank of Assistant Professor. Candidates should have a PhD with expertise in areas related to forest ecology. Post-doctoral experience in forest ecology is preferable as well as strong quantitative and research skills. The successful candidate will be expected to teach courses in the areas of forest ecology, ecological methods, silviculture, and general ecology and to make other contributions to our teaching programme. Although the University of Winnipeg is primarily an undergraduate university, the successful candidate will be expected to develop a strong program of research in his/her field of expertise. The Department of Biology seeks candidates that conduct innovative research in one or more of the following areas: forest management, silviculture, forest regeneration, quantitative ecology, forest soils, landscape ecology and conservation and/or integrated resource planning. There are opportunities to supervise graduate students as an Adjunct Professor at the University of Manitoba. The University of Winnipeg offers an undergraduate program in Forest Ecology and also houses the Centre for Forest Interdisciplinary Research (CFIR). Collaborating with ongoing research programs at the University of Winnipeg is encouraged and evidence of collaborative research with industry and government forest research organizations is beneficial. Candidates must provide evidence of a strong record of research accomplishment and publication. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples and persons with disabilities in accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Subject to budgetary approval, this position will commence on July 1, 2003. Deadline for submission of applications is March 15, 2003. Interested applicants should send a curriculum vitae, an outline of research plans, a statement of teaching philosophy, and arrange for three letters of reference to be forwarded directly to: Dr. Ed Byard, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Tel: (204) 786-9723, Fax: (204) 784-4134. E-mail: [byard@uwinnipeg.ca](mailto:byard@uwinnipeg.ca).

■ **MCILWILL UNIVERSITY** - Tenure track faculty positions in Plant Molecular Biology/ Molecular, Cellular and Developmental Biology. The Department of Biology at McIlwain University invites applications for one or more tenure-track or tenured faculty positions in molecular, cellular and developmental biology. We are primarily considering candidates for hiring at the Assistant Professor level with strong research and teaching backgrounds. Research areas of interest will be evaluated for hiring at the Associate or Full Professor rank. For one position we are seeking a research scholar with a strong background in plant molecular biology working on genetically engineered model plant systems. However, candidates working on animal or fungal model systems will also be considered for other possible positions. Applicants must have a PhD and post-doctoral experience as well as an established record of scientific accomplishment. The successful candidates are expected to significantly contribute to undergraduate and graduate teaching at the department and to establish their own externally funded research program. The McIlwain Biology Laboratory in support of innovative research with research groups working on a range of subjects in yeast, C. elegans, Drosophila, Arabidopsis and other model organisms. An adequate start up package will be provided. The successful candidate will have the opportunity to apply for significant equipment packages through the Canadian Foundation for Innovation mechanism. Applicants should forward a CV, copies of representative



## CARRIÈRES

reprints, a statement of teaching interests and an average to have three letters of reference sent to the following address: Plant Mol Biol/ McGill Univ. Search Committee, 3605 Avenue, Department of Biology, McGill University, 1205 Docteur Penfield Avenue, Montréal, Québec H3A 1B1, Canada. The application deadline is February 28, 2003. In accordance with Canadian Immigration regulations, this advertisement is directed to the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited term appointments available in Cell and Molecular. Please see our full-page display ad in this issue.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Biology invites applications for a tenure-track position in either microbiology or immunology at the level of Assistant Professor, to start July 1, 2003, subject to budgetary approval. The applicant will be expected to teach introductory courses and to develop advanced courses in their area of expertise. Candidates should have a PhD in a relevant discipline, evidence of commitment to professional advancement in teaching, as well as an active program of research with strong potential for external funding. Postdoctoral experience is desirable. The Department has expertise in plant and animal anatomy and physiology, systems, cell biology, genetics, toxicology, and aquatic ecology. Research facilities will be enhanced by a new suite of Research Centres. Centres ready for occupancy in the fall of 2003. More information about the Department may be found at: <http://www.wlu.ca/~wluinfo/>. Applicants should send a curriculum vitae, three representative reprints, a summary of research objectives and teaching experience, and a name and contact information for three referees, by April 15, 2003, to: Dr. J. E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. E-mail: [terutherford@wlu.ca](mailto:terutherford@wlu.ca); fax: 519-746-0677. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal persons.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Biology invites applications for the position of Lecturer in Applied Microbiology and Molecular Biotechnology to teach several undergraduate courses in these areas. In addition, familiarity with and interest in pursuing the use of computers in teaching would be an asset. This is a 3-year, renewable, position beginning July 1, 2003 as soon as possible thereafter. The duties for this position will be primarily directed toward teaching and service. The successful applicant must have a PhD degree in microbiology/molecular biology or a closely related area, as well as teaching experience, and will be responsible for teaching introductory and advanced applied microbiology and molecular biotechnology courses. Enquiries and applications should be directed to The Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada N2L 3C1. Applicants should send a complete curriculum vitae, a description of teaching experience, and a statement of their teaching philosophy, and average for three letters of recommendation for professional references to arrive before March 1, 2003. Additional information concerning the Biology Department and the University may be found at [www.science.uwaterloo.ca/biology/](http://www.science.uwaterloo.ca/biology/). All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

## BIOPHYSICIST

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — A Research Associate position is available immediately in the Ion Channel group of the Biotechnology Laboratory at The University of British Columbia. The appointment will initially be for one year. This is a voltage-gated calcium channels. The RA will lead a group of technicians, graduate students and postdoctoral fellows and also be responsible for the experimental design, modelling and execution of electrophysiological studies aimed at defining the physiological function of vertebrate and invertebrate calcium channels. Applicants must have a PhD in physiology or biophysics and have extensive postdoctoral experience involving ion channel electrophysiology. Knowledge and experience with the patch pipette clamp and relevant patch clamp software and data analysis is essential. Previous teaching with supervising students and postdoctoral fellows in an academic environment are also essential. Knowledge of general molecular biological techniques and strategies for the analysis of channel function analysis are an asset. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send, no later than March 31, 2003, their curriculum vitae, including list of references, and the names of three references to: Dr. T.P. Snutch, The University of British Columbia, Department of Physiology, 237-6174 University Boulevard, Vancouver, BC, Canada V6T 1Z3.

## BUSINESS

■ **YORK UNIVERSITY** — Tenure-Stream Positions in Accounting (2), Management Science (2), Strategy (2), General Management — CLA (1), Anne and Max Ikenbush in Entrepreneurship and Family Enterprise. The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, invites applications for tenure-stream openings commencing July 1, 2003 and July 1, 2004. Persons considered will be qualified to teach in PhD, Masters and undergraduate programs possess a recognized academic record and evidence of effective teaching, have a commitment to scholarly research and publication. Salary and benefits are com-

petitive. Rank may vary by year; salary is negotiable. All positions at York University are subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and library appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups are encouraged to apply in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/facultyinfo/](http://www.yorku.ca/facultyinfo/) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. However, all applicants will be given serious consideration. Please send curriculum vitae to: Dezzio J. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada. Submissions will be accepted until positions are filled.

■ **MCMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for five (5) tenure-track positions at the Assistant Professor level, commencing July 1, 2003. Preference will be given to candidates with demonstrated high quality teaching and research experience in business as related to any of the following areas: Finance and Business Economics; corporate finance, investments, market microstructure, financial institutions, international finance, applied micro policy, industrial organization and energy economics; Management Science and Information Systems; supply chain management with interest in operations management. Human Resources and organizational behaviour; strategic HR, industrial relations or organizational behaviour; Marketing, Business Policy, International Business, health services management, and information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Qualified outside research (McMaster) is a research intensive University and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. Baba Dezzio, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. E-mail: [babadezzio@mcmaster.ca](mailto:babadezzio@mcmaster.ca); 905-526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **MCMASTER UNIVERSITY** — The Michael G. DeGroote School of Business at McMaster University invites applications and nominations for a Canada Research Chair (Tier 1) position in the Human Resources and Management Area. In keeping with excellence in the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: an outstanding and innovative research program whose accomplishments have had a major impact on his or her field; international recognition and leadership in his/her field; a superior record of attracting and supervising graduate students; the ability to establish a world class research program that is innovative, original, and of high quality; and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIBC). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program; teach at the graduate level and add significant value to the doctoral program. Candidates and nominees should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour, Human Resources Management, Environment and Health. Further information on the CRC program can be viewed at <http://www.chrc.gc.ca/>. A summary of McMaster University's Strategic Research Plan can be found at <http://www.schulich.mcmaster.ca/research/strategic/McMasterPlan> (McMaster is spelled in the link). The Michael G. DeGroote School of Business at McMaster University is home to about 1500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD Programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled. A curriculum vitae and the names of three referees should be sent to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. E-mail: [babadezzio@mcmaster.ca](mailto:babadezzio@mcmaster.ca); Fax: 905-526-0852.

## CANADIAN STUDIES

■ **WILFRID LAURIER UNIVERSITY** — The Bradford Campus of Wilfrid Laurier University invites applications for a full-time position in Organizational Studies. Please consult our display advertisement in this issue.

■ **CARLETON UNIVERSITY** — The School of Canadian Studies is accepting applications for a part-time appointment of the Hurd's Bay Company Visiting Professorship. We are looking for an individual with wide experience of Métis culture, identity and traditions to deliver a one term (13 weeks) four-year seminar course on selected topics in Métis Studies in the Fall or Winter 2003-2004. These may include Métis traditions, history, culture, and contemporary issues. Topics will vary depending upon the interests and expertise of the instructor. In addition to the delivery of the seminar, the HBC Visiting Professor is responsible for organizing a one-day symposium that will engage a broader public outside the University. The position includes a research grant to cover the costs of this symposium. The School of Canadian Studies offers programs from the baccalaureate to the doctoral level. Since 1982 the School has offered master's level courses in Northern and Native Studies, recently merged into a new program in the North. In September 2001 two new ventures commenced: a minor in Aboriginal Studies and a new interdisciplinary program PhD in Canadian Studies with the first Centre for Canadian Studies and Native Studies at the University. Applicants are expected to have demonstrated teaching experience in the area of Métis Studies, and possess the equivalent of an MA or an MA degree. Applicants will be accepted until March 28, 2003 or until an appointment is made. Applications, with a curriculum vitae, a course proposal, and a list of application candidates should be sent to the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Frances Reardon, Director of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5S6. E-mail: [franreardon@carleton.ca](mailto:franreardon@carleton.ca). A list of application candidates should be sent to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment opportunities for all persons, including persons with disabilities. Persons from these groups are encouraged to apply.

## CHEMISTRY

■ **DALHOUSIE UNIVERSITY** — The Department of Chemistry invites applications for a full-time probationary tenure-track position at the rank of Assistant Professor in the field of mass spectrometry. Preferences will be given to candidates with research interests in analytical or biological chemistry. The position requires a PhD degree, normally including postdoctoral experience and a proven track record. The successful candidate will be expected to teach undergraduate and graduate classes in chemistry and to conduct vigorous and creative research program with external funding. Applicants should send a curriculum vitae, a teaching dossier, a list of publications, a summary of research interests, a detailed research proposal, and the names of three referees. The completed application should be sent to: Professor Russell J. Boyd, Chair, Department of Chemistry, Dalhousie University, Halifax, NS B3H 4J3. The position commences effective July 1, 2003 but may be taken up at a later date. Consideration of candidates will begin in February 2003 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racial/visible persons and women.

■ **THE UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Chemistry for consideration for a 10-month subequal replacement position in Organic Chemistry is subject to budgetary approval. Applicants must either currently hold a PhD degree in organic chemistry or a related field, or expect to complete their degree requirements by the date of appointment. Teaching experience and/or postdoctoral experience would be an asset. The appointment will be at the second tier position at the Assistant Professor level and will commence August 1, 2003. The successful candidate will teach organic chemistry at the undergraduate level. Courses to be taught include second and third year Organic Chemistry, as well as Spectroscopic Methods in Organic Chemistry or Physical Organic Chemistry. The Department of Chemistry at UPEI has a young and very active faculty, all of whom are currently supported by NSERC operating grants. The Department is housed in a modern teaching and research building opened in 1996, and is well equipped with modern instrumentation including a 300 MHz FTNMR and is planning to expand the instrumentation suite to meet the needs of the faculty. For more information please see the departmental web page at <http://www.upei.ca/chem/>. Completed applications will consist of a curriculum vitae and a statement of the applicant's teaching philosophy and experience. Three referees to be sent directly to the address below. To receive full consideration, complete applications should be received by May 1, 2003. However, applications will be accepted until the position is filled. The University of Prince Edward Island is committed to gender equity in employment, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications should be sent to: Dr. Brian Wagner, Chair, Department of Chemistry, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3. Phone: (902) 566-0314. Email: [sam@upei.ca](mailto:sam@upei.ca).

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display ad in this issue.

## CHEMISTRY &amp; BIOCHEMISTRY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display ad in this issue.



The University of Western Ontario

## Richard &amp; Jean Ivey Research Chair in Molecular Toxicology

The University of Western Ontario seeks to fill the Richard and Jean Ivey Research Chair in Molecular Toxicology, an Endowed Research Chair. Western, one of Canada's leading research-intensive universities, seeks to build on existing expertise in pharmacology, toxicology, clinical pharmacology and molecular medicine to position the university as a world leader in Molecular Pharmacology and Toxicology.

The University of Western Ontario provides an exceptional multi-disciplinary pharmacology research environment. This includes state-of-the-art facilities for genomics and proteomics research. The successful candidate will be appointed to the rank of Associate or Full Professor and will hold either a tenured or clinical academic continuing appointment, commensurate with experience and qualifications. The successful candidate will function as a senior member of the Drug and Environmental Safety Research Program, composed of members from multiple faculties at UWO, the London Teaching Hospitals and their affiliated Research Institutes.

Applicants must have a PhD and/or MD degree or equivalent, an established record of independent research and peer reviewed funding, and a strong publication record. Preference will be given to candidates investigating the molecular mechanisms by which drugs and/or environmental contaminants exert their toxicity. In addition to maintaining an excellent externally funded research program the successful candidate will contribute to the academic activities of the Drug and Environmental Safety Research Program, and the Faculty of Medicine & Dentistry by taking a leadership role in the development of this Program and in the development of transdisciplinary research in molecular pharmacology and toxicology.

With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit (see [www.cityoflondon.on.ca](http://www.cityoflondon.on.ca)).

Applications are sought until the position is filled. Evaluation of credentials will commence on March 31, 2003. Please send a detailed curriculum vitae and a statement of research interests to:

Dr. Michael Rieder, Chair  
Ivey Chair Selection Committee  
Office of the Dean of Medicine and Dentistry  
The University of Western Ontario  
London Ontario Canada

Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.



The University of Western Ontario

Lecturers/Assistant Professors  
Faculty of Social Science

The Bachelor of Administrative and Commercial Studies (BACS) Program, Faculty of Social Science, is one of the largest and fastest-growing undergraduate academic programs at The University of Western Ontario with over 1800 students. The only program of its kind at a Canadian university, the interdisciplinary BACS Program offers four distinct areas of study: Finance and Administration, Organizational and Human Resources, Finance, Management and Computer Science, and Commercial Aviation Management (CAM).

Applications are invited for the following full-time Probationary and Limited-Term appointments at the rank of Lecturer, or Assistant Professor (PhD required).

- Finance (Probationary appointment)**  
Candidates must have a PhD in Finance, or equivalent qualification, and have experience teaching undergraduate Finance courses.
- Accounting (Probationary appointment)**  
Candidates must have a PhD in Accounting, possess a recognized accounting designation (CA, CMA or CGA), and have experience teaching courses in Management Accounting, Intermediate and Advanced Financial Accounting.
- Human Resources Management (Probationary appointment)**  
Candidates must have a PhD in a related discipline and have experience teaching undergraduate Human Resources courses recognized for the CHRP designation.
- Commercial Aviation Management (Limited-Term appointment)**  
The successful candidate will be required to teach courses in at least two of the following areas: Airport Planning and Management, Airline Operations and Management, Aviation Law, and Aviation Human Factors. Since duties include supervising the "Integrated Commercial Pilot's Licence" flight training component of the CAM program, a current Commercial Pilot's Licence is desirable. Candidates should have at least a Master's degree in a related discipline, and demonstrate a strong record of undergraduate teaching and related work experience. Initial appointment to this limited-term position may be made for periods of not less than twelve months and not more than five years.
- Joint Appointment in Economics & BACS (Limited-Term appointment)**  
Candidates must have a PhD in Economics (or expected in 2003), or equivalent qualification. The successful candidate will be expected to teach Finance in the BACS program. Duties in the Department of Economics may include undergraduate and graduate teaching, research, and some administrative work. Initial appointment to this limited-term position may be made for periods of not less than twelve months and not more than five years.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. Appointments are effective July 1, 2003.

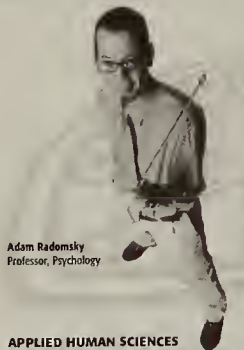
A curriculum vitae (including the names of three references), and evidence of teaching proficiency should be forwarded to:

Professor Keith Fleming, Director  
Bachelor of Administrative & Commercial Studies Program  
Room 2040 Social Science Centre  
The University of Western Ontario  
London, Ontario, N6A 6C2

The deadline for receipt of applications is March 15, 2003.

These positions are subject to budgetary approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.





Adam Radomsky  
Professor, Psychology

# A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 125 tenure-track professors in the last four years and plan to hire another 75 tenure-track professors in the next two to three years, including up to 30 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2003-2004 academic year.

## APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to four limited-term appointments. We are looking for candidates to teach courses in one or more of the following areas: lifespan growth and development; interpersonal communication and relationships; working in task groups; respecting diversity in human relations; sexuality in human relations; interviewing; program planning, design and evaluation; leadership; and counseling skills and concepts. Applicants should have a PhD in a relevant social science discipline; advanced professional training in human relations and group process intervention is an asset.

**Dr. Randy Swedburg**  
Chair, Department of Applied Human Sciences  
swed@vax2.concordia.ca

## BIOLOGY

Our Department of Biology invites applications for up to two limited-term appointments in the field of Cell and Molecular Biology. Applicants should have a PhD in a cognate discipline, as well as experience in teaching and lab-based research. One position is to develop and implement two core laboratory courses, and includes training and supervising technical personnel. The other position is to teach existing courses in cell and molecular biology, and/or to develop new courses in genomics.

**Dr. Claire Cupples**  
Chair, Department of Biology  
bioc@vax2.concordia.ca

## CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher-level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The successful candidate will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

**Dr. Marcus F. Lawrence**  
Chair, Department of Chemistry and Biochemistry  
lawrence@vax2.concordia.ca

## COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited-term appointments to teach in one or more of the following areas: Media Production (Television, Sound or Multimedia), Communication and Culture, Communication Theory, Cultural Studies, and Media Studies. Applicants must hold a terminal degree, i.e. a PhD or an MFA in a cognate field, and have relevant teaching experience. The successful candidates will teach at the undergraduate and graduate levels.

**Dr. Lorna Roth**  
Chair, Department of Communication Studies  
lroth@sympatico.ca

## COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one limited-term appointment to teach undergraduate courses with a focus on Policy Study, Social Movements and Community Politics. Applicants must have a completed or nearly completed PhD.

**Dr. Daniel Salée**  
Principal, School of Community and Public Affairs  
salee@vax2.concordia.ca

## ECONOMICS

Our Department of Economics invites applications for up to five limited-term appointments. Applicants should have a completed or nearly completed PhD and the ability to teach undergraduate courses in some of the following areas: Introductory and Intermediate Theory; Statistics; Canadian Economic Policy; Industrial Organization; International Trade and Finance; and Environmental Economics.

**Dr. William A. Sims**  
Chair, Department of Economics  
sims@vax2.concordia.ca

## EDUCATION

Our Department of Education invites applications for up to three limited-term appointments, one in each of the following areas: Early Childhood and Elementary Education (ECE), Educational Studies (ESTU) and Educational Technology (ETEC). For the ECE position, applicants should have a PhD, a teaching certificate, prior classroom experience and expertise in early childhood and elementary education. For the ESTU position, applicants must have a PhD and the ability to teach undergraduate and graduate courses in comparative education, current issues, and the philosophy and history of education. For the ETEC position, applicants should have a PhD and the ability to teach human performance technology, plus one or more of the following areas: educational computing; research methods; distance education; cognitive sciences; multimedia design and/or formative evaluation. Knowledge of French is an asset.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

## ENGLISH

Our Department of English invites applications for up to two limited-term appointments, one in the area of 20th Century Literature and one in Canadian Literature. For the position in 20th Century Literature, applicants should have competence in modern and contemporary British and American Literature and should be able to teach poetry, fiction, and drama. For the position in Canadian Literature, applicants should have competence in all periods of Canadian Literature and should be able to teach modern and contemporary Canadian poetry and fiction. Applicants for both positions must hold or be near the completion of a PhD. Prior teaching experience and scholarly publications are assets.

**Prof. Terence Byrnes**  
Chair, Department of English  
byrnes@alcor.concordia.ca

## ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in English as a Second Language. Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university setting, as well as expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must have a graduate degree in TESL, Applied Linguistics or a related field. Preference will be given to applicants who have a research program investigating issues related to academic writing.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

## ÉTUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à quatre postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidats retenus s'engageront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Oeuvrant aux rangs de chargé(e) d'enseignement ou de professeur(e)-adjoint(e) en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimédia. Oeuvrant de même rang en littérature sont ouverts à toute personne apte à enseigner soit la littérature française du XIXe siècle, soit la littérature française du XXe siècle.

**Madame Lucie Lequin**  
Directrice du département d'Études françaises  
lequin@vax2.concordia.ca

## EXERCISE SCIENCE

Our Department of Exercise Science invites applications for one limited-term appointment

to teach in the areas of Issues in Personal and Community Health, and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD) as well as prior teaching experience at the University level.

**Dr. William R. Sellers**  
Chair, Department of Exercise Science  
bsell@vax2.concordia.ca

## GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments, one in the area of 20th Century German Literature and one in 18th and 19th Century German Literature. A background in one or more of the following areas is an asset: German linguistics, the history of the German language and the German theater. Applicants must hold a PhD and be fluent in English and German. Teaching responsibilities are also likely to include the German language at all undergraduate levels.

**Dr. Catherine Vallejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

## GEOGRAPHY

Our Department of Geography invites applications for up to two limited-term appointments, one in Urban Studies and one in Human and/or Urban Geography. For the position in Urban Studies, applicants must have a Master's degree in Planning, Architecture or a related discipline (although a PhD is preferred), as well as strong teaching abilities. The successful candidate will teach undergraduate courses in Urban Studies, including at least two laboratory-based courses. For the position in Human and/or Urban Geography, applicants should have a PhD or be ABD and must have strong teaching skills. The successful candidate will teach undergraduate courses, and possibly one graduate course.

**Dr. John Zacharias**  
Chair, Department of Geography  
zachar@vax2.concordia.ca

## HISTORY

Our Department of History invites applications for up to two limited-term appointments, one in the area of Canadian History and the other in European History. Applicants for the Canadian History position should be prepared to offer introductory courses in both Canadian and Quebec history, while those for the European position should be able to offer an introductory course in European history as well as a course dealing with global history in the 20th Century. In both cases, the successful candidates will also have an opportunity to teach upper-level courses. Applicants must hold or be near the completion of a PhD; prior teaching experience at the undergraduate level is an asset.

**Dr. Ronald Rudin**  
Chair, Department of History  
ronald.rudin@concordia.ca

## HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will be required to design and teach courses in the History and Philosophy of Science to undergraduates with varying degrees of scientific knowledge. Applicants should hold a PhD in the area of History and Philosophy of Science, have some publications, and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.

**Dr. Martin Singer**  
Dean, Faculty of Arts and Science  
martin.singer@concordia.ca

## ITALIAN

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Modern Italian Literature and Culture. Applicants must be fluent in English and Italian; preference will be given to applicants with a PhD. A background in

Italian translation and culture is an asset. Teaching responsibilities may include the Italian language at all undergraduate levels, as well as Italian culture and/or panorama of literature.

**Dr. Catherine Vallejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

## JOURNALISM

Our Department of Journalism invites applications for one limited-term appointment in Broadcast Journalism. Applicants should have a relevant graduate degree and at least five years of work experience as a professional journalist, including experience in both radio and television journalism. The successful candidate will teach workshops in introductory and advanced radio and television production, as well as a course in the history of broadcasting.

**Dr. Enn Raudsepp**  
Director, Department of Journalism  
raudhen@vax2.concordia.ca

## LIBERAL ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments to teach seminars in Western Civilization and Culture, and Modes of Interpretation and Expression, as part of the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, might be needed to teach courses with a literary, religious or philosophical spin. Applicants should have a PhD and some teaching experience.

**Prof. Harvey Shulman**  
Principal, Liberal Arts College  
shulhar@vax2.concordia.ca

## LINGUISTICS

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Linguistics. Candidates must have a PhD in Linguistics or be ABD (theoretical generative linguistics preferred), and have a strong research profile. Teaching experience will be considered an asset. Courses to be taught may include several of the following: phonetics, phonology, syntax, semantics, morphology, and field methods.

**Dr. Catherine Vallejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

## MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Applicants must have a PhD and excellent teaching abilities.

**Dr. Hershy Kisilevsky**  
Chair, Department of Mathematics and Statistics  
chair@mathstat.concordia.ca

## PHILOSOPHY

Our Department of Philosophy invites applications for up to two limited-term appointments, one in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics), and a second in the history of philosophy (with teaching responsibilities to include early modern philosophy and introduction to ancient philosophy). Applicants must hold or be near the completion of a PhD and have prior teaching experience. Candidates must submit a writing sample along with their application packages.

**Dr. Andrew Wayne**  
Chair, Department of Philosophy  
awayne@alcor.concordia.ca

## POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to



Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Latin American Politics, American Foreign Policy, U.S. Politics, and Middle East Politics. Applicants must hold a PhD; good teaching and research experience are assets.

**Dr. Reeta C. Tremblay**  
Chair, Department of Political Science  
reeta@vox2.concordia.ca

#### PSYCHOLOGY

Our Department of Psychology invites applications for up to six limited-term appointments. Applicants should have a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: Introductory, Social, Motivation, Personality, Developmental, Learning and Cognition. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the department's tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

**Dr. June Chakelison**  
Chair, Department of Psychology  
chakel@vox2.concordia.ca

#### RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. Applicants for the position in Judaic Studies should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism. The ability to teach in the areas of Christianity, and women and religion, is highly desirable. Applicants for the Hindu Studies position should hold a PhD and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout the whole range of its historical development. Candidates for the East Asian Religions position should have a solid background in the study of the major traditions of China and Japan, including Buddhism, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions. Relevant language proficiency and prior teaching experience are required for each of these positions.

**Dr. Leslie Orr**  
Chair, Department of Religion  
orr@vox2.concordia.ca

#### SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: sociology statistics and methodology; social justice; globalization; economic sociology; and crime and deviance. Applicants should have a PhD; knowledge of French is an asset.

**Dr. Christine Jourdan**  
Chair, Department of Sociology and Anthropology  
jourdan@vox2.concordia.ca

The above positions are all full-time, limited-term appointments, beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Review of applications will begin on March 1, 2003 and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2081; e-mail: martin.singer@concordia.ca  
<http://artsandsociology.concordia.ca>



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Montreal, Quebec, Canada

#### SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of 19th and 20th Century Spanish Peninsular Literature. Applicants must have a PhD in the field or a related area, excellence in teaching and native or near-native fluency in Spanish and English. Teaching responsibilities are also likely to include the Spanish language at all undergraduate levels, and Spanish culture and/or panorama of literature.

**Dr. Catherine Vallejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

#### TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in the Teaching of English as a Second Language. Applicants must have an MA in TESL and experience in the field, and should be methodologists in English second language teaching. An excellent command of English and a functional knowledge of French are required.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vox2.concordia.ca

#### THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

**Dr. Pamela Bright**  
Chair, Department of Theological Studies  
brightp@alcor.concordia.ca



**Balbir S. Sahni**  
Professor, Economics  
Director, Centre for International Academic Cooperation



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Brandon University  
270-18th Street  
Brandon, Manitoba  
Canada R7A 6A9  
Phone: (204)727-7456  
Fax: (204)726-5793

For more information visit:  
[www.brandonu.ca](http://www.brandonu.ca)

## Faculty Vacancies School of Health Studies

Brandon University is a leader in providing high quality education to some 3,000 full- and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Applications are invited for several probationary tenure-track positions for a baccalaureate nursing program. We seek individuals with a commitment to excellence in teaching and research. Duties of the position include teaching courses in the program, service to the community, and development of a program of research/scholarship. Experience and expertise in the development and delivery of courses by distance education technologies would be an asset.

#### Qualifications:

Current registration, or eligibility for registration, with the CRNM; Master's degree in Nursing or related discipline required; completed PhD in nursing or related discipline preferred; relevant teaching experience required; recent clinical experience highly desirable; excellent communication/interaction skills.

Interested candidates should forward a letter of application, curriculum vitae, university transcripts and names of three referees.

**Rank and Salary:** Commensurate with qualifications.

**Application deadline:** March 1, 2003  
**Start Date:** August, 2004 (Subject to budget.)

*In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.*



THE UNIVERSITY OF BRITISH COLUMBIA

## DIRECTOR MUSEUM OF ANTHROPOLOGY

The University of British Columbia invites nominations and applications for the position of Director of the Museum of Anthropology. The Director is responsible to the Dean of the Faculty of Arts for the supervision and promotion of the scholarly and public activities of Canada's largest university museum.

The appointment will be joint with an academic department for a renewable five-year term. The appointment, subject to budgetary approval, will commence no later than July 1, 2004. Candidates should have an excellent scholarly record, museum administrative experience, ability to contribute to the research, teaching and other activities of the museum, experience in fund raising, and the commitment to work effectively with an experienced professional staff. The successful candidate will also be expected to show strong leadership in developing the new research infrastructure renewal project initiated by its \$17.2 million Canada Foundation for Innovation grant.

Nominations and applications, accompanied by curriculum vitae and three letters of reference, should be submitted in confidence to Dr. Nancy Gallini, Dean of Arts, Chair of the Search Committee, Office of the Dean of Arts, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z1. The deadline for receiving materials is March 14, 2003. Applications and enquiries may also be forwarded via email to the Dean's Assistant, Ellen Oertwig, at [Ellen.Oertwig@ubc.ca](mailto:Ellen.Oertwig@ubc.ca).

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.



## RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

## DEPARTMENT OF ARCHITECTURAL SCIENCE

This Department, within the Faculty of Engineering and Applied Science, invites applications for up to three tenure-stream faculty positions in Architecture, commencing August 1, 2003. The Architectural Science program offers a Bachelor of Architectural Science degree with options in Architecture, Building Science and Project Management. The Department is dedicated to a comprehensive and integrated approach to the built and natural environment that encompasses technology and design through theory and its application.

You will teach in the foundation and upper years, and contribute to ongoing curriculum development. As well, you will be expected to develop your scholarly and creative research with applications to your areas of teaching, and work in a multidisciplinary, integrated and comprehensive teaching environment. Candidates with a terminal master's or bachelor's degree must obtain professional licensure in Ontario prior to application for tenure. You must be familiar with the current applications of digital technology in your field of expertise. These tenure-stream positions are subject to confirmation of funding. A full description of advertised positions, qualifications of applicants, application requirements and submission information is available on the Ryerson University Web site at [www.ryerson.ca/jobs](http://www.ryerson.ca/jobs).

To ensure consideration, please submit a complete application, by March 15, 2003, to: George Thomas Kapelos, Chair, Department of Architectural Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5353. E-mail: [archsci@ryerson.ca](mailto:archsci@ryerson.ca) (with the heading "Academic Appointment 2003"). The review of applicants will continue until successful candidates have been identified.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



## CAREERS CAREEROPES

## CLASSES

■ **WILFRID LAURIER UNIVERSITY** — The Brantford Campus of Wilfrid Laurier University invites applications for positions in Ancient Thought and Social and Political Thought. Please consult our display advertisement in this issue.

## COMMUNICATION STUDIES

■ **MCMASTER UNIVERSITY** — The Communication Studies Programme and the Department of Sociology invite applications for a full-time tenure-track position at the rank of Assistant Professor commencing July 1, 2003. The appointment will be held jointly in Communication Studies, a new and growing, interdisciplinary undergraduate degree programme, and in Sociology, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Sociology. The successful candidate will have a PhD in Communication Studies or Sociology, and research interests in one or more of the following areas: the political economy and organization of media; theoretical approaches to communication technology and news media; policy, social movements and the media; social impact and issues of media and research methods. He or she will be expected to teach effectively in undergraduate courses in the Mass Communication and Cultural Studies streams of the Communication Studies Programme and in senior undergraduate and graduate level courses in Sociology in either quantitative, qualitative or historical methods, supervise the research of master's and doctoral students in Sociology, carry out an independent scholarly research programme yielding significant peer-reviewed publications, compete successfully for external funding to support this research programme.



**Saint Mary's University**

Halifax, Nova Scotia, Canada

## Tier II Canada Research Chair Sociology & Criminology

The Department of Sociology and Criminology at Saint Mary's University invites applications or nominations for outstanding scholars for a Tier II Canada Research Chair. We are seeking a candidate with an exemplary research record in criminological research. The specific research field is open but we are particularly interested in a candidate whose research addresses international and/or global issues which might include such areas as: crime and international development, international security, human rights, international law reform, crime prevention, corporate/environmental crime or international trafficking of humans, drugs or arms.

The Government of Canada funds the Canada Research Chair Programme to promote world-class research in Canadian Universities. According to the guidelines for Tier II Chairs, the successful candidate must possess a PhD and demonstrate an exemplary research record. The Tier II Chairs are normally aimed at candidates who received a PhD no more than 10 years prior to their nomination (for more information see [www.chairs.gc.ca](http://www.chairs.gc.ca)).

The Department of Sociology and Criminology is the largest and fastest growing arts department at Saint Mary's. We offer degrees in both Sociology and Criminology — the only university in Atlantic Canada, and one of the few in the country, to offer a stand-alone B.A. in Criminology. We also offer one of the few Canadian graduate programmes in Criminology and the only one available in Atlantic Canada. The faculty in our department, as well as university-wide, is involved in a diverse range of well funded and published research including many projects of an interdisciplinary and international nature.

Saint Mary's has a distinctly international character which is reflected in its proportion of international students and its success in securing funding for international projects. Saint Mary's has a number of active collaboration agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment.

Saint Mary's is located in Halifax, Nova Scotia — a dynamic cultural centre with a large academic community. The large number of universities in the vicinity provides diverse opportunities for research collaboration across many disciplines. Halifax offers all the advantages of a major urban setting but is situated close to some of the most picturesque locations in Canada, offering a unique quality of life.

We welcome informal inquiries or questions. Formal applications should include a curriculum vitae, a three to four page statement of research interests and future plans, a sample of publications and the names and addresses of three referees. We will begin reviewing applications on February 15, 2003 and continue until the position is filled. Saint Mary's is committed to the principles of employment equity. Canadian candidates from outside of Canada, or of other nationalities, are encouraged to apply. This position is subject to review by the Canada Research Chair Secretariat.

Please direct inquiries and/or applications to: Sandra Bell, Criminology Graduate Program Co-ordinator, Department of Sociology and Criminology, Saint Mary's University, Halifax, NS Canada, B3H 3C3; Email: [sandra.bell@stmarys.ca](mailto:sandra.bell@stmarys.ca); Tel: (902) 420-5889; Fax: (902) 420-5121.

## COMPUTER SCIENCE

■ **THE UNIVERSITY OF ALBERTA** — 3 Positions. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? We are seeking outstanding candidates who are driven by curiosity and interested in collaborative research for the following tenured faculty chair positions: Tier II Canada Research Chair position (www.acml.ca) targeted at exceptional individuals who have demonstrated research accomplishments in areas that combine machine learning and bioinformatics, possibly molecular biological modeling, and related areas in nanoscience and nanotechnology. The CRC award is for a seven-year period, and is renewable. (See Chair position (e.g., [www.crc.ca](http://www.crc.ca)) targeted at exceptional individuals who have demonstrated research accomplishments in Machine Learning. The CRC award is for a minimum of five years. About Us: Join us in the dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. We are part of the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have established research laboratories, including Advanced Man-Machine Interfaces, Algorithms, Bioinformatics, Artificial Intelligence, Computer Vision and Multimedia Communications, Databases Management, Graphics, Networks and Communications, Robotics, Software Engineering, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multi-media and Advanced Computational Infrastructure (www.maci.ca) project. We have standard state-of-the-art, computational research facilities, as well as extensive computational infrastructure for high performance parallel computing and computer graphics. In 2003 we moved into a new research laboratory building adjacent to a renovated historical building. This combined space provides us with consolidated office and research space in the middle of our campus of more than 30,000 students. Computing Science research is well funded in Alberta. Several provincial programs provide research opportunities that are the envy of every one in the world, including our university collaborations (e.g., [www.westgrid.ca](http://www.westgrid.ca), [www.maci.ca](http://www.maci.ca), [www.pccna.ca](http://www.pccna.ca), [www.alberta.ca](http://www.alberta.ca), [www.alberta.ca](http://www.alberta.ca)). This fund established The Alberta Ingenuity Centre for Machine Learning (www.aicml.ca) in 2002. Our current complement of 47 graduate faculty work within a department of about 32 support staff. There are over 200 regular students and over 500 undergraduate students in our Computer Science degree programs. We also offer joint degrees with Engineering, Business, and other Science departments. Our performance in ACM World Programming Contests is evidence of our chair being one of the best undergraduate programs in the country, and our graduate students are successful in international academic research labs around the world. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy

strong collaborative ties with local industry. Competition will remain open until suitable candidates are found. Find further details about us at [www.cs.ualberta.ca](http://www.cs.ualberta.ca). To apply send your curriculum vitae and the names and addresses of three referees to: Dr. David A. Brumby, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Email: [david.brumb@ualberta.ca](mailto:david.brumb@ualberta.ca). All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF WATERLOO** — The School of Computer Science invites applications for several two year definite term appointments at the rank of Lecturer. A candidate must possess a graduate degree in Computer Science, Computer Engineering or equivalent, and demonstrate an aptitude for teaching broadly in Computer Science. The preferred starting date for this appointment is January 1, 2003 or May 1, 2003. Applications will be considered until the positions are filled. These positions will normally have a teaching load of six one term courses per year and some administrative and scholarly duties as determined by the Director of the School. Waterloo pioneered the co-operative education system in Canada, and now has the largest co-operative education program in North America. The School of Computer Science is well known for its high quality undergraduate programs. Interested candidates are invited to submit a detailed curriculum vitae, as well as the email addresses of three referees, who are able to comment on the applicant's teaching ability. Teaching dossiers or other evidence of strong teaching experience are also welcome. The application should be directed to: Frank Tapp, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; [cs-chair@uwaterloo.ca](mailto:cs-chair@uwaterloo.ca). To expedite handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** invites applications for a full-time faculty position in the School of Computer Science, with priority for researchers in the areas of bioinformatics, distributed systems, human-computer interaction, and scientific computation. Exceptional candidates at all levels of experience are encouraged to apply. Successful candidates will be qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellent teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2003 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most successful in Canada. It prides itself on being a leader in Computer Science education and houses a diverse research program in computational science. Because of its recognized capabilities, the School

attracts exceptionally well-qualified students at both undergraduate and graduate levels. Over twenty new faculty members have joined the School recently, resulting in over 60 full-time faculty. The School enforces a merit-based hiring process and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now Anywhere Solutions), Waterloo Maple and Open Text Corp. Please see <http://www.cs.uwaterloo.ca> for further information. Applicants should write to: Chair's Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; [cs-chair@uwaterloo.ca](mailto:cs-chair@uwaterloo.ca) and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three referees. To expedite handling of applications, please ask those named as referees to direct supporting letters to the same address. Applications will be considered as soon as documents are complete and as long as positions remain available. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

## CRIMINOLOGY

■ **WILFRID LAURIER UNIVERSITY** — The Brantford Campus of Wilfrid Laurier University invites applications for a full-time position in Criminology and Criminal Justice. Please see our display advertisement in this issue.

## DRAMA

■ **QUEEN'S UNIVERSITY** — The Department of Drama invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. This position is subject to budgetary approval. Salary will be commensurate with the qualifications and experience of the candidate. The Department offers an undergraduate program with a major focus on theatre in Canada in its current and historical context. The program examines the theatre on a laboratory model in which practice and theory inform each other. The person appointed will be a scholar with professional theatre experience and a core of dramatic literature and critical theory with additional strengths, and some practical experience, in the area of either acting or design. The successful candidate will have a record of academic excellence with expertise in interdisciplinary research and instruction, proven abilities as an effective teacher, and a post-graduate degree. Academic staff at Queen's University are given priority in a collective agreement; the details of which are posted at <http://www.queensu.ca/ufa>. Queen's University is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A letter of application, curriculum vitae, and three recent letters of reference from persons familiar with your work as an actor and/or teacher should be sent to: Tim Fort, Head, Department of Drama, Queen's University, Kingston, Ontario, K7N 3N5. The deadline for applications is March 15, 2003. For additional information about our program, please see our web site at [www.queensu.ca/drama](http://www.queensu.ca/drama).

## EARTH &amp; OCEAN SCIENCES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Earth and Ocean Sciences invites applications in pure and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now Anywhere Solutions), Waterloo Maple and Open Text Corp. Please see <http://www.cs.uwaterloo.ca> for further information. Applicants should write to: Chair's Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; [cs-chair@uwaterloo.ca](mailto:cs-chair@uwaterloo.ca) and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three referees. To expedite handling of applications, please ask those named as referees to direct supporting letters to the same address. Applications will be considered as soon as documents are complete and as long as positions remain available. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

## EARTH SCIENCES

■ **THE UNIVERSITY OF WATERLOO** invites outstanding applicants to apply for a tenure track position in the Department of Earth Sciences. There is no restriction on the rank at which this position will be filled. Salary range commensurate with qualifications and experience. We seek an outstanding candidate with active research in one or more of the following areas: engineering geology, geological engineering, geomechanics, environmental geology, environmental geophysics, hydrogeology, fluvio-glacial geomorphology. The position is available on May 1, 2003. Evaluation of candidates will begin on February 3, 2003 and evaluations will continue until the position is filled. In order for an application to be complete, a curriculum vitae of the candidate, 2 recent publications and the names of at least three referees are needed. The Department of Earth Sciences at the University of Waterloo has a well-funded extensive and diverse research program involving 18 full-time faculty members, 8 research faculty members, 2 post-doctorate researchers, 2 research associates, 27 research staff and over 100 graduate students. Inter-departmentalities and research are encouraged at the University of Waterloo. Active collaborations and cross-appointments exist with researchers in other departments including Civil Engineering and Chemical Engineering, Biology, Chemistry, Geography and Computer Science. The Departments of Earth Sciences and Civil Engineering offer a cooperative undergraduate program in Geological Engineering. The Departments of Earth Sciences and Civil Engineering possess outstanding laboratories and equipment and facilities for many types of environmental and applied research. Faculty members have access to many other research

## Dean of Graduate Studies University of Waterloo



**University of Waterloo**

The University of Waterloo (UW) invites nominations for and expressions of interest in the position of Dean of Graduate Studies. The Dean is a University Officer, a member of Senate and other senior bodies, provides leadership in graduate studies throughout the University, and is UW's external representative with respect to graduate affairs. Graduate Studies is a high priority in the University of Waterloo's planning for the future: over the next eight years, the University is committed to doubling graduate enrolment.

UW is an outward-looking, research-intensive university, and is known for its entrepreneurial spirit. It has six Faculties - Applied Health Sciences, Arts, Engineering, Environmental Studies, Mathematics and Science - all of which have graduate programs leading to the master's and PhD degrees.

A number of programs are offered in the co-operative study mode. Researchers and graduate students have significant involvement in 19 of 22 Federal Networks of Centres of Excellence and all four Ontario Centres of Excellence.

Total annual research funding at UW exceeds \$110 million. Information about the University of Waterloo is available electronically at: <http://www.uwaterloo.ca>.

The successful candidate for Dean of Graduate Studies will be a scholar of considerable stature, with a proven

record as an academic administrator, researcher, and teacher sufficient for a tenured appointment as a full Professor. The initial five-year appointment will begin on July 1, 2003, or as soon as possible thereafter.

The Nominating Committee will begin its review of candidates early in 2003. The University of Waterloo has engaged the services of Janet Wright & Associates Inc. to assist with this search. To ensure consideration, documentation should be submitted, in confidence, by February 28, 2003 to the UW Dean of Graduate Studies Nominating Committee, in care of the address shown below. Applications should be accompanied by a current curriculum vitae, a brief statement of interest, and the names of three referees familiar with the applicant's academic credentials and administrative experience.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**UW Dean of Graduate Studies Nominating Committee**  
% Janet Wright & Associates Inc.

21 Bedford Road, Suite 300

Toronto, Ontario M5R 2J9

E-mail: [resumes@wasearch.com](mailto:resumes@wasearch.com)

[www.wasearch.com](http://www.wasearch.com)

Fax: 416-923-8311



**Janet Wright & Associates Inc.**



# CAREERS CARRIÈRES

facilities on campus. A large new building is currently under construction for occupancy by the Department in mid-2003. The University of Waterloo recruits applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applications should be sent to Dr. John Cherry, Co-Chair, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1 (email: jcherry@uwaterloo.ca).

■ **THE UNIVERSITY OF OTTAWA** — The Department of Earth Sciences, University of Ottawa invites applications for a tenure-track faculty position, beginning July 1, 2003. We seek a dynamic individual with an exceptional research record in Earth System Evolution, using geochemical and isotopic techniques. Applicants must hold a PhD and must satisfy the criteria for potential membership in the Canadian Institute for Advanced Research (CIAR).

Rank for the hiring is open and dependent on a start-up package. The available. The Department of Earth Sciences houses the world-class G.G. Hatch Isotope Geochronology Laboratory (<http://www.earthsci.ottawa.ca>). Information on the department can be found at <http://www.earthsci.ottawa.ca/ESI/>. Under the auspices of the Ottawa-Carleton Geoscience Centre (<http://www.earthsci.ottawa.ca/CGCC/index.htm>), our department shares a joint graduate studies and research institute with the Department of Earth Sciences at nearby Carleton University. The University of Ottawa is a bilingual institution (French) and the ability to teach in both languages is considered an asset, though not a precondition. Applicants should submit their curriculum vitae, a statement of teaching and research interests, a selection of representative reprints, and the names and contact information for at least three potential referees to: Chair, Faculty Search Committee, Department of Earth Sciences, University of Ottawa, 140 Louis Pasteur Street, Ottawa, ON K1N 6N5, Canada. Applications should be received by February 28, 2003. In accordance with Canadian immigration policies, preference will be given to Canadian citizens and permanent residents of Canada; however, all qualified candidates are strongly encouraged to apply. Equity is a University policy.

## ECOLOGY

■ **MCGILL UNIVERSITY** — The Biology Department at McGill University invites applications to fill tenure-track positions in the areas of freshwater ecology, community ecology and conservation ecology. Consult <http://www.mcgill.ca/biology> for further information on the positions and departmental staff and facilities. Applicants at any rank will be considered. Successful candidates will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a significant funded research program. Send curriculum vitae, letter of application indicating the position(s) to which you wish to be considered, and arrange for three letters of reference all to be received no later than February 15, 2003, by Louise Gaudet, Biology Department, McGill University, 1205 Or. Penfield, Montreal, Quebec, Canada H3A 1B1. All qualified applicants are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

## ECONOMICS

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences, has up to five limited-term appointments available in its Department of Economics. Please see our full employment ad in this issue.

■ **ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Economics invites applications for an entry-level, twelve-month limited-term position beginning July 1, 2003. The successful candidate will have a strong background in undergraduate teaching. Teaching areas will include microeconomics, the political economy of trade and international finance, intermediate theory, and introductory economic statistics. An imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. McFarland, Chair, Department of Economics, St. Thomas University, Fredericton, N.B. E3B 5S3, Closing date: March 15, 2003, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

## ECONOMICS & BUSINESS

■ **THE UNIVERSITY OF GUELPH** — The College Professor, Economics and Business Management position will be responsible for the development and delivery of an applied research and extension program in economics, business management or agricultural policy with emphasis on food and agribusiness. The incumbent will liaise with the industry and producers groups and with University, GMR and other agencies to develop research directions consistent with the industry needs and Ontario Agricultural Services Co-ordinating Committee priorities. The position requires teaching at the diploma and certificate level within the Agricultural programs at Ridgeway. This will involve the preparation and delivery of lectures, set up and operation of labs, assessing, evaluating and documenting student performance. The successful candidate will be involved in a number of College, University and external committees as required and assigned. Candidates will possess a PhD in economics, business management or

related disciplines with at least one (1) year post graduate experience; excellent knowledge of research techniques; proven oral and written skills; ability to motivate and develop a positive working environment with staff and students; working knowledge of word processing, spreadsheets, data base and statistical programs is required. Normal Hiring Range: \$41,329-\$53,150 per annum. Applicants must forward a complete resume including 3 letters of reference no later than March 14, 2003, to: Dr. John Cherry, Co-Chair, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Fax: (519) 763-2780. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## EDUCATION

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences, has up to five limited-term appointments available in its Department of Education. Please see our full employment ad in this issue.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The College of Education invites applications for approximately five College Super positions during the Fall term of the 2003-2004 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for approximately 100 preservice teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such. B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in supervising preservice teachers to work with administrators, teachers, student teachers and interns, willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All with Canadian citizenship are subject to budgetary approval. These are full-time term positions from August 1, 2003 through December 31, 2003. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. R. D. Fries, Assistant Dean, College of Education, University of Saskatchewan, 26 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1, Canada. Deadline for applications is April 15, 2003. Candidates will likely not be informed of appointments until June, 2003. In accordance with Canadian Immigration requirements, this appointment is restricted to Canadian citizens and permanent residents. The University is committed to employment equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to submit an application.

■ **ST. THOMAS UNIVERSITY** is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Education offers postgraduate degree programmes in Education and Social Work. The Department of Education invites applications for an entry-level twelve-month limited-term position beginning July 1, 2003. The successful candidate will have strong organizational skills, a minimum of three years teaching experience in public/private schools, and be eligible for a New Brunswick teaching certificate. The candidate will teach elementary Mathematics, one compulsory core course and other mutually agreed upon courses. As a full-time education faculty member, s/he will be expected to supervise student interns, help with the placement of student interns, and assist in student admissions. A PhD or its imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. McFarland, Chair, Department of Education, St. Thomas University, Fredericton, N.B. E3B 5S3, Closing date: March 15, 2003, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

## ENGINEERING

■ **THE UNIVERSITY OF VICTORIA** — The Department of Electrical and Computer Engineering is undergoing a major expansion and is seeking applications from outstanding candidates to fill several regular tenure track positions at the Assistant or Associate Professor level. Applicants at the rank of Professor will be considered in exceptional circumstances. The following areas are of particular interest: Telecommunications, Computer Engineering, Software Engineering, Signal Processing, Electronics. The Department has an international reputation for high quality research, and it is currently the home of 22 regular faculty members, eight of whom are Fellows of the IEEE. Applicants should send a curriculum vitae, reprints of their most important recent research and the names of at least three referees to: Dr. H. Omopoulos, Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3800 STN CSC, Victoria, B.C., Canada, V8W 3P6, Fax: (250) 721-6052; Email: [h.omopoulos@uvic.ca](mailto:h.omopoulos@uvic.ca). Please also visit our web page at: <http://www.elec.uvic.ca/positions/ad.html> for more information on research areas and application deadlines. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. This advertisement is directed to both Canadian and international candidates.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Mechanical Engineering invites applications for a tenure-track or tenured faculty position at the Associate or Full Professor level. The starting date will be July 2003, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field, and will be expected to register as a Professional Engineer in British Columbia. Candidates with a strong research record in Dynamics and Vibration, Mechanics of Materials, or Microsystems, Mechanics of Fluids, Gels, Polymers, Nanotechnology (e.g., MEMS), and a demonstrated commitment to teaching are encouraged to apply. Industrial experience in related areas is an important asset. Further information on the Department is available at [www.mech.ubc.ca](http://www.mech.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to budgetary approval. A detailed resume, a statement (1-2 pages) of research and teaching interests, and names and addresses (day/e-mail) of four referees (one of whom should be a Professor) should be submitted to: Professor Nimal Rajapakse, RENG, Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is March 15, 2003. Please do not forward applications by e-mail.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for one tenure-track (probationary) or tenured faculty position in the Department of Electrical and Computer Engineering. The position is in the area of communications with specialization in communication systems, mobile

and satellite communications, communication networks, or photonic and wireless technologies. It is anticipated the person appointed in this position will hold the Bell Research Fellowship in Information Engineering and also serve as the Director of the Bell Centre for Information Engineering, which has been established in the Department in collaboration with Bell Canada. The Department intends to fill this position at the Associate or Professor level. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrodynamics, Power Systems, Robotics, Biomedical Engineering, and Software Engineering. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. Candidates for the above mentioned faculty opening should have a PhD in Electrical Engineering, Computer Engineering, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department. Faculty and University Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. The deadline for receipt of applications is October 31, 2003, or until the position is filled. The preferred start date for the appointment is July 1, 2003 but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. R. V. Raj, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 3K1. The position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity

and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at all levels in the area of Computer Engineering and Software Engineering. Fields of particular interest include but are not limited to the following: real-time systems, software-hardware co-design, mixed signal design and testing, system-on-chip and VLSI, computer architecture, CAD and synthesis, formal verification, mobile and wearable computing, software design, distributed and internet computing, software measurement, software reliability, software testing and inspection, software project management, software agents. Candidates must have earned a PhD (or expected) and have a strong commitment to research and teaching. Industrial experience will be considered an asset. The Department currently has 47 faculty members and will be expanding over the next 2 years. The Department has approximately 240 undergraduates in Computer Engineering and 300 graduate students in the Department. Two new buildings with a total area of 15,000 m<sup>2</sup> (135,000 sq ft), serve the current teaching and research needs of the Department. More information regarding Department programs, faculty and facilities can be found at <http://www.elec.ualberta.ca>. The Province of Alberta has recently established a \$1 billion endowment for research through the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Foundation for Innovation (CFI) supporting research infrastructure. Applicants are invited to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers, and the names of at least three referees to: Dr. W. Bednarczyk, Chair, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2V4. The application review process will begin on March 15, 2003 and will continue until the positions have been filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and aboriginal persons.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at all levels to complement existing research and teaching strengths in our Department, as well as provide a foundation in emerging fields in electrical engineering, computer and software engineering, and engineering physics. Candidates are encouraged to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers, and the names of at least three referees to: Dr. W. Bednarczyk, Chair, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2V4. The application review process will begin on March 15, 2003 and will continue until the positions have been filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and aboriginal persons.



## Assistant Professor in Biochemistry, Chemistry Program (Tenure Track)

The University of Northern British Columbia Program invites applications for a full-time, tenure track position at the rank of Assistant Professor, with a proposed starting date of July 1, 2003, subject to budgetary approval.

The successful candidate must hold a PhD degree and preferably have post-doctoral experience and a record of effective teaching. The university is committed to the further development of its Biochemistry & Molecular Biology Major and is seeking an individual who will play an important role in the program's delivery. Candidates may have expertise in any area of biochemistry or molecular biology. The candidate is expected to teach courses in Biochemistry and/or Molecular Biology at both the undergraduate and graduate levels, and to develop a vigorous externally funded research program.

The University of Northern British Columbia is undergoing a period of expansion, both in physical infrastructure and programs, with two new laboratory buildings, the Northern Medical Program, and a Bachelor's of Health Sciences Degree. The university has state-of-the-art facilities which include: DNA sequencing and fragment analysis, PhosphorImager, ChemImager, and a new High Performance Computing Facility. The university also features a fully equipped and staffed Central Equipment Laboratory which includes an SEM, wide bore NMR, Stable Isotope Ratio Mass spectrometer, and Capillary Electrophoresis among other research and teaching equipment.

## Competition #FACH35-02B

Please direct inquiries to: Dr. Ron Thring, Program Chair, at (250) 960-5804. Fax: (250) 960-5845. Email: [trhing@unbc.ca](mailto:trhing@unbc.ca)

## Assistant Professor, Environmental Engineering Program (Tenure Track)

The University of Northern British Columbia seeks an exceptional candidate for a tenure track faculty position at the Assistant Professor level (other ranks may be considered) in the newly created Environmental Engineering degree program offered jointly by UNBC and the University of British Columbia ([www.unbc.ca/engineering](http://www.unbc.ca/engineering)). The position is subject to budgetary approval. We are looking for an individual who will develop an excellent research and teaching program (BASC, BSc, MSc and PhD) in environmental fluid dynamics of surface waters with a sound theoretical base complemented by empirical, numerical and/or physical approaches. The ideal candidate will have a PhD in a related area of engineering science, fluid mechanics, physical sciences, or applied mathematics, and will have demonstrated a commitment to excellence in teaching and research. Other areas in environmental engineering will also be considered.

Northern British Columbia has excellent opportunities for research in a diversity of natural environments as well as those affected by mining, forestry, oil & gas, and aquaculture. The position will be located within the newly formed interdisciplinary Environmental Sciences, Engineering, and Chemistry Unit in the College of Science and Management. This program has established strengths in a number of areas including, aquatic, atmospheric, and soil sciences, which complement the strength of other groups in the natural and physical

sciences in the College. The successful applicant will utilize existing links and build new links with industry, communities, governments and institutions in Northern British Columbia and beyond to develop a collaborative research program. UNBC has state-of-the-art facilities, including a fully equipped and staffed Central Equipment Laboratory (with SEM, XRD, FTIR Microscope, Capillary Electrophoresis, Auto-Analyzer, NMR, Particle Size Analyzer, Stable Isotope Ratio Mass Spectrometer, Gas Chromatograph / Mass Spectrometer, High Performance Liquid Chromatograph, Inductively Coupled Plasma Analyzer, etc.), an Automated DNA Sequencing Facility, and a new High Performance Computing Facility (with 28 processor SGI Origin 3000 server), and a newly opened Quesnel River Research Centre in Likely, B.C. See [www.unbc.ca](http://www.unbc.ca) for more information.

Qualifications for the position include a PhD in an applicable area described above, postdoctoral experience, a broad perspective in aquatic science, and Professional Engineering registration with the Association of Professional Engineers and Geoscientists of British Columbia, or eligibility to pursue registration.

## Competition #FAEE34-02B

Please direct inquiries to: Dr. Ron Thring, Program Chair, Tel: (250) 960-5804. Fax: (250) 960-5845. Email: [trhing@unbc.ca](mailto:trhing@unbc.ca)

Prince George is a regional center of 80,000 located in the heart of British Columbia, which has easy access to major centers in western Canada and the USA, and can offer a rich cultural life with an excellent symphony, live theatre and a new art gallery. Sports facilities are extensive and opportunities for outdoor recreation are superb.

Please forward your resume, proof of education, and the names and addresses of three references (including telephone and fax numbers) quoting the appropriate competition to: Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Applications received before February 28, 2003 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: [www.unbc.ca](http://www.unbc.ca)

The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

[www.unbc.ca](http://www.unbc.ca)



## CAREERS CARRIÈRES

300 graduate students. Two new buildings with a total area of 33,000 m<sup>2</sup>, serve the current teaching and research needs of the Department. The province of Alberta has recently established a \$3 billion endowment for research through the Alberta Heritage Foundation for Science and Engineering Research. There are sources of federal funding through the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Foundation for Innovation (CFI) supporting research infrastructure. Applicants are invited to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reports of at least two refereed research papers, and the names of at least three referees to: Dr. W. Fedyczak, Chair, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta.

Canada T66 2V4. The application review process will begin on March 15, 2003 and will continue until the positions have been filled. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including those with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Mechanical Engineering invites applications for a tenure-track faculty position of the Assistant or Associate Professor level in Microsystems/

Nanotechnology. The starting date will be July 1, 2003, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. He/She will be expected to participate in undergraduate and graduate teaching and the supervision of graduate students, and to develop a strong, externally funded research program. Industrial experience in related areas is preferred but not essential. Further information on the department is available at [www.mech.ubc.ca](http://www.mech.ubc.ca), and information on the employment environment in the Faculty of Applied Science is available at [www.apsc.ubc.ca/careers](http://www.apsc.ubc.ca/careers). The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged

to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed curriculum vitae, a statement (1-2 pages) of research and teaching interests, and names and addresses of three referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 2Z4. The closing date for applications is February 28, 2003. Please do not forward applications by e-mail.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applications or nominations are invited for an NSERC Associate Industrial Research Chair in Sensor-based Information Systems, to be established in the Faculty of Engineering and Applied Science, Memorial University of Newfoundland. In partnership with the Natural Sciences and Engineering Research Council of Canada (NSERC) and INSTRUMAT Limited, the Chair will bring together and play a lead role in multidisciplinary team research focused on research related to the development of integrated systems for the real-time detection and analysis of electrical properties of synthetic materials and the presentation of these results in a meaningful manner. Industrial applications for this work are in polymers (fiber production, paper and plastic) and films and fiber optics. Access to existing expertise, technology and equipment will be available through the facilities of INSTRUMAT in St. John's. The position will be filled by a researcher with a demonstrated exceptional potential for research in an area of electronics relevant to the Chair research program. Possible areas of expertise include real-time systems, software engineering, embedded systems, digital or analog electronics, electromagnetics, instrumentation, and signal processing. Industrial or research experience in a related area is desirable. Candidates should have an earned PhD degree in Electrical Engineering, Computer Engineering or a cognate area. The appointment will be at the Assistant or Associate Professor level either with tenure or on a term basis. In addition to the research program, the Chair will participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational and professional activities. The successful candidate may be expected to work collaboratively with other professors and postgraduate students, employing new educational technologies. The successful candidate should be eligible to teach as a graduate professor in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs as well as ongoing collaboration with local, national and international industry. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. The department provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please

view the website at <http://www.mun.ca>. INSTRUMAT Limited is an integrated supplier of real-time information systems. The company provides end-to-end solutions supplying both the intelligent sensor technologies and the services required to integrate these technologies to effectively utilize the real-time data. Using its patented technology, INSTRUMAT has introduced innovative solutions to obtaining real-time data in both the polymer fiber industry and the aerospace industries. Located in St. John's, Newfoundland, INSTRUMAT currently employs 57 people, with 32 employees concentrated in research and product development. For further information about INSTRUMAT, please view the company's website at <http://www.instrumat.com>. The establishment of the Chair is contingent on approval of complementary financial assistance from the Natural Sciences and Engineering Research Council of Canada. The successful candidate will be expected to provide leadership in the development of the application for the NSERC chair. The Chair appointment is for an initial five-year period with possibility for renewal for a second five-year period. Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. M.R. Haffar, Interim Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5. Fax: (709) 737-8975. Reference: IRC02-01. The search committee will begin to review applications on March 1, 2003 and will continue to do so until the position is filled. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of computer engineering. Specialties in one or more of the following: microprocessors, microcomputer hardware, device level software, real-time operating systems, DSP processors and multimedia technology. The successful candidate is expected to take a strong leadership role in the development of an active research program and to teach and supervise undergraduate, graduate and graduate courses. Candidates should hold an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, control systems, electronics devices and computer systems. The department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists among the students and faculty. The department is highly ranked within North America (see <http://www3.bcm.sasktel.com/info/eng-prog.html>). The Electronic and Computer Systems Research Group has excellent facilities to support research and teaching, and has close ties with industry through the Electronics and Computer Research Laboratories (see <http://www.triads.ca>). Research opportunities exist at the University's national synchronous facility of Canadian Light Source Inc. (see <http://www.clsc.ca>) currently under construction on campus. Applicants with complete curriculum vitae, names of three referees and a statement of teaching and research interests

should be addressed to: Dr. K. Takaya (research@eng.usask.ca). Head, Department of Electrical Engineering, 5E7 Campus One, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by March 31, 2003. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemical Engineering invites applications for a tenure track faculty position at the level of Assistant or Associate Professor. Applications are invited from excellent Canadian or non-Canadian candidates with expertise in one of the following areas: metabolic engineering, nanobiotechnology, bioprocess design and downstream bioprocesses, as they relate to the principles and practices in biomanufacturing. This position is for a nationally or internationally recognized professional with a significant research presence and interest in teaching. Exceptional candidates will be considered for appointment as a Canada Research Chair (CRC) at the Tier I level. Details about the Federal government's CRC program and selection criteria can be found at <http://www.chairs.gc.ca>. Research Chair positions come with significant discretionary funding and additional funding opportunities through the Canadian Foundation for Innovation (CFI). The Department of Chemical Engineering has 27 faculty members with one of the largest biochemical engineering research groups at a North American university. The successful candidate is expected to work within this interdisciplinary group. Current members have expertise in bioprocess engineering, fermentation engineering, cell culture, tissue engineering, biomimetic engineering, and environmental biotechnology. The department has a total annual enrolment of 500 undergraduate and 100 graduate students — it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is one of the top ranked Canadian universities. The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information and application is available at <http://cape.uwaterloo.ca>. Applications consisting of curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information of three referees should be sent to: T.A. Queve, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including non-Canadians, women, members of visible minorities, aboriginal peoples, and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenure or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research achievements and a statement will be made at the Full or Associate

## OKANAGAN UNIVERSITY COLLEGE

Director, School of Nursing  
Faculty of Health and Social Development

Okanagan University College situated in British Columbia's Southern Interior, invites applications for Director, School of Nursing. The School seeks a dynamic leader to advance the academic goals of teaching, scholarship, and practice. The School offers three programs: four-year Bachelor of Science in Nursing program, Bachelor of Science in Nursing Access for Registered Nurses, Bachelor of Science in Nursing Access for Licensed Practical Nurses. The School of Nursing is accredited by the Canadian Association of Schools of Nursing (CASN) and, with nine other institutional partners, offers the curriculum of the Collaborative Nursing Program in BC. Theoretical perspectives of the program philosophy include phenomenology, feminism, critical social theory, and humanism. Future plans include the delivery of a Master's degree and education in practice specialties.

OUC strongly values teaching excellence and is currently working with its constituents to seek expansion of the research mandate, funding, and program mission of the institution.

The Director will provide academic and administrative leadership for the School. The successful candidate will have a record of innovative academic leadership, teaching and scholarship. Experience with graduate programming, grantsmanship, international programming, and resource development would be an asset. Administrative and fiscal management experience is important.

The successful candidate must have an earned doctorate with at least one graduate degree in Nursing. Eligibility for RNABC registration is a requirement. It is expected the successful candidate will have an academic track record appropriate for appointment at the rank of at least Associate Professor.

This is a five-year academic secondment appointment effective June 30, 2003 and may be renewable for another five years following review. The successful candidate will be hired into a faculty position, and immediately seconded to the administrative position of Director. The assessment of qualifications to recommend rank and the granting of tenure shall be made by the University College Review Committee.

OUC is committed to competitive salaries and benefits based on academic qualifications and experience.

For further information, please contact Dr. Alan Davidson, Dean, Faculty of Health and Social Development at (250) 762-5445, extension 7902.

Please submit a curriculum vitae, quoting Competition No. 15ADM02, and the names, addresses and telephone numbers of three referees by March 28, 2003 to: Dr. Alan Davidson, Dean Health and Social Development, Okanagan University College, 3333 College Way, Kelowna, BC, Canada V1V 1V7.

Applications may be faxed to (250) 470-6085 or e-mail your application to: [adavidson@ouc.bc.ca](mailto:adavidson@ouc.bc.ca). Emailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line.

Please visit our website at: <http://www.ouc.bc.ca/jobpostings/>

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents of Canada).

[www.ouc.bc.ca](http://www.ouc.bc.ca)

ALLARD RESEARCH CHAIR IN ONCOLOGY  
MOLECULAR PATHOLOGY

CROSS CANCER INSTITUTE & UNIVERSITY OF ALBERTA - EDMONTON, ALBERTA

Applications are invited for a newly created position as the Allard Research Chair in Oncology at the Cross Cancer Institute (CCI) in Edmonton, Alberta. The CCI, operated by the Alberta Cancer Board and affiliated with the University of Alberta (U of A), is the comprehensive cancer treatment and research facility serving Edmonton and Northern Alberta. The Allard Research Chair in Oncology will be academically positioned in the U of A Department of Oncology, a multidisciplinary department with six academic divisions and 66 faculty members that is based at the CCI. The Allard Research Chair in Oncology was created by a generous endowment from the Allard Foundation for a high-profile research position in experimental oncology.

Applicants must have a PhD and/or M.D. and an internationally recognized research program in molecular pathology in an area related to cancer. The successful candidate will devote 50-75% of time to research, depending on whether or not there are also clinical responsibilities. Laboratory and office space will be at the CCI in the Division of Experimental Oncology with access to state-of-the-art multiuser research facilities, including technologies for flow cytometry, cell imaging, molecular biology, proteomics, genomics, tumor banking and profiling, and small animal experimentation. Information on the research programs of the Department of Oncology can be found at <http://www.ualberta.ca/oncology> and the Alberta Cancer Board at <http://www.cancerboard.ab.ca/>.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada although others are encouraged to apply. The CCI is a smoke-free workplace.

Applicants should submit their curriculum vitae, a synopsis of previous and proposed research and list of three referees, to: Allard Research Chair in Oncology Search Committee, c/o Dr. Carol Cass, Director (Acting) & Chair of Oncology, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6G 1Z2. Applications will be reviewed as received until an appointment is made.

For more information on this and other employment opportunities visit our website at [www.cancerboard.ab.ca](http://www.cancerboard.ab.ca)

Faculty Positions in  
Information Technology

McMaster University has identified "Information Technology" as an area of strategic priority. This area which includes both Electrical and Computer Engineering is receiving special attention in terms of resource reallocation and faculty renewal. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on areas of electrical and computer and biomedical engineering that include data and network communications, microelectronics, power electronics, communication systems, photonic and wireless technologies, Internet multi-media technologies, modern control, and health care related applications.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in the area of telecommunications and information technology.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Rank and salary are commensurate with qualifications and experience.

Further information on the department is available from <http://www.ece.mcmaster.ca>.

Applications complete with a curriculum vitae and the names of three referees should be sent to: Dr. T. Luo, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7; Telephone: 905-525-9140, ext. 23315; Fax: 905-525-4407; Email: [ferracu@mcmaster.ca](mailto:ferracu@mcmaster.ca).

**McMaster**  
University  
ENGINEERING



# CAREERS CARRIÈRES

Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 2,000 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of thermofluids aspects of fire modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a \$5.6M grant from the Canada Foundation for Innovation, Ontario Innovation Trust and private sources in support of infrastructure for a new Live Fire Research Facility. It consists of a large burn room complete with wind generation capability, an ISO 9705 Single Room Fire Test and a large scale oxygen depletion calorimeter area, and several smaller scale fire test systems. This world-class facility is designed to accommodate fire dynamics and fire behavior at all scales. Experience in fire science and engineering, with demonstrated ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Experience in areas such as fire investigation, forensic engineering, or fire protection would be an asset. Applicants must hold a PhD in Mechanical Engineering or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

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## QUEEN'S UNIVERSITY Kingston, Ontario, Canada

### Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policy (Assistant, Associate or Full Professor levels).

**QUALIFICATIONS:** Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

**COMPENSATION:** Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

**INSTITUTION:** Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean  
Queen's School of Business, Queen's University  
Goodes Hall - Rm. 346  
Kingston, Ontario K7L 3N6

[www.business.queensu.ca](http://www.business.queensu.ca)

## PROFESSEURS, PROFESSEURES EN RELATIONS INDUSTRIELLES

Le Département des relations industrielles est à la recherche de professeurs ou de professeures pouvant dispenser des enseignements aux premier, deuxième et troisième cycles, faire de la recherche, publier des ouvrages scientifiques et diriger des travaux de maîtrise et des thèses de doctorat dans les domaines suivants :

### Relations du travail (2 postes) Politiques publiques et marché du travail (1 poste)

Les titulaires doivent également participer aux autres activités académiques et administratives du département.

#### > QUALIFICATIONS REQUISES

Pour les postes en relations du travail, les candidats et les candidates doivent détenir un doctorat en relations industrielles, en droit du travail ou dans une discipline connexe. Un doctorat en droit du travail ou une spécialisation sur les aspects juridiques du travail est un atout pour un des deux postes en relations du travail. Pour le poste en politiques publiques et marché du travail, les candidats et candidates doivent détenir un doctorat en relations industrielles, en économie ou dans une discipline connexe. Les candidatures de personnes déjà engagées dans des études doctorales seront considérées.

Les dossiers des personnes candidates doivent témoigner de leur intérêt pour l'enseignement et pour la recherche en relations du travail ou en politiques publiques et marché du travail.

Les candidats et candidates sont invités à spécifier sur quel poste (relations du travail, relations du travail — poste spécialisé sur les aspects juridiques, politiques publiques et marché du travail) ils ou elles appliquent. Une même personne peut poser sa candidature à plus d'un poste.

> **DATE D'ENTRÉE EN FONCTION :** Le 1<sup>er</sup> septembre 2003.

> **TRAITEMENT :** Selon la convention collective.

Faire parvenir votre curriculum vitae au plus tard le 28 février 2003 à :

Madame Fernande Lamonde, directrice  
Département des relations Industrielles  
Pavillon J.-A. De Séve  
Université Laval  
Québec (Québec), Canada  
G1K 7P4

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidents et résidents permanents du Canada.

[www.ulaval.ca](http://www.ulaval.ca)

UNIVERSITÉ  
LAVAL  
Aujourd'hui Québec, demain le monde

## You & Your CAUT Bulletin...

Do any of these statements describe you?

- ☐ I'm missing an issue.
- ☐ I stole this copy from a buddy.
- ☐ I want my own subscription.

### YOU NEED TO CONTACT

Natalie Savard QUICK!

Tel: 613-820-2270  
Fax: 613-820-7244  
Email: [savard@caut.ca](mailto:savard@caut.ca)



University of Regina,  
3737 Wascana Parkway, Regina, SK S4S 0A2  
Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html)



# CAREERS CARRIÈRES

Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'orientation canadien sur le web ([www.cic.ca](http://www.cic.ca)) à l'adresse suivante: [www.cic.ca](http://www.cic.ca). Ce poste est offert également aux femmes et aux hommes. Le Collège militaire royal du Canada est une institution mixte de bilingue qui soutient au premier degré le milieu d'emploi. This information is also available in English.

## EXERCISE SCIENCE

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one to two limited-term appointments available in its Department of Exercise Science. Please see our full-page display ad in this issue.

## FILM STUDIES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Film Studies. Applicants should have a PhD, publications, strong evidence of active and excellent research, and some experience teaching at the post-secondary level. Film Studies classes at UBC currently enroll 800 students in the undergraduate and graduate levels. Research and teaching interests are open for this position, but the successful candidate will be expected to be able to teach introductory and upper undergraduate courses in Canadian Cinema. Experience in film and/or video production will be an asset. The successful candidate will also be expected to teach graduate courses in his or her specialty and to supervise graduate theses. In addition to teaching in the Department's BA and MA Film Studies Programs, the successful candidate will contribute to the development of new curriculum and provide administrative services to the Department and the University. Professionalism, collegiality at UBC are expected and encouraged to maintain a high level of scholarly research and publication. The Department of Theatre, Film and Creative Writing at UBC is unique in Canada, with 28 full-time faculty, numerous seasonal lecturers and guest artists. Each of the programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for multi-disciplinary collaboration are abundant, both within the Department and with researchers and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV (including email address and telephone numbers), a published example of their scholarly, critical or theoretical work, and should arrange for three letters of reference to be forwarded to the Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Videotapes and photographs should not be submitted with the initial application. Complete applications must be received by 15 February 2003. The position start date is 1 July 2003. The University of British Columbia is an equal opportunity employer. We encourage all qualified persons to apply, however, Canadian and permanent residents of Canada will be given priority. Applicants are encouraged to identify citizenship and immigration status.

## FINANCE

■ **McMaster University** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Finance with research interests in any or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interest in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Email: [baba@mcmaster.ca](mailto:baba@mcmaster.ca), Fax: (519) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications are not considered until the position is filled.

## FINE ARTS

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track Fine Arts/Music Assistant Professor position to commence July 2003, subject to budgetary approval. The successful candidate will teach introductory and advanced courses in music and culture and applied piano. Candidates must have a PhD or MEdus and teaching experience at the post-secondary level. Preference will be given to candidates with a combined degree in music and teaching experience. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarship activities and service to UCCB, community and profession. The Union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUTU). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal People, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for

this initiative may self-identify in their cover letters. All qualified candidates are encouraged to apply; however, Canadian permanent residents will be given priority. Qualified candidates should send a letter of application, curriculum vitae, a letter of recommendation, a letter of intent, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. March 7, 2003. UCCB Director, Human Resources, University College of Cape Breton, P.O. Box 5200, 1250 Lakeshore Road, Sydney, NS, B1P 6L2, Tel: (902) 563-1158, Fax: (902) 563-1458, Email: [hr@uccb.ns.ca](mailto:hr@uccb.ns.ca), Website: [www.uccb.ns.ca](http://www.uccb.ns.ca). Please quote reference number MUS0301 on all correspondence.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Fine Arts invites applications for a tenure-track position in Studio Art at the rank of Assistant Professor commencing July 1, 2003. The successful candidate will have an MFA or equivalent, a strong exhibition history, a proven commitment to teaching and a vital art practice. We are looking for candidates whose practice and teaching experience include a variety of media. In addition to drawing, candidates should have expertise in at least two of the following areas: computer imaging, sculpture, photography, printmaking, painting. Teaching duties will include all four levels of undergraduate study as well as graduate supervision in our MFA program for which a demonstrated knowledge of contemporary art theory is required. The Fine Arts Department offers a collegial atmosphere in a small, vibrant department, within a renowned, innovative university. The primary focus of the department is in Studio, however we will also accept degree programs in Art History and Film Studies. There are a number of important opportunities for research and teaching in The Canadian Clay and Glass Gallery, The Kitchener Waterloo Art Gallery and The Cambridge Galleries. Applicants should send their curriculum vitae, 20 recent slides, names of three referees, and outlines of up to three courses recently taught, to the attention of Professor John Wilson, Chair, The Department of Fine Arts, University of Waterloo, 200 University Ave. West, Waterloo, ON N2L 3G1. The position has been reviewed/approved on January 31, 2003 and will continue to be open until a suitable candidate is identified. All outstanding candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. The appointment is subject to the availability of funds.

## FINE ARTS CURRICULUM STUDIES

■ **YORK UNIVERSITY** — The Fine Arts Cultural Studies Programme (FACS) of York University invites applications for a two-year Contractually Limited Appointment, effective July 1, 2003. Located within the Faculty of Fine Arts, the Programme considers applications for teaching and new media arts from various interdisciplinary perspectives situated within a range of critical and cultural frameworks. FACS courses are not limited by discipline: instead they are constructed around interdisciplinary issues. The concept of interdisciplinarity at a time when leading-edge arts and cultural theory and practice is increasingly orienting itself in this direction. For the FACS curriculum, please visit [www.yorku.ca/finearts/cs/courses.htm](http://www.yorku.ca/finearts/cs/courses.htm). The Programme seeks applicants who will bring non-Western perspectives to the curriculum, especially as they are informed by the concerns of cultural studies. A strong interdisciplinary background in the arts and a knowledge of the methodologies of interdisciplinarity are required. It is also an advantage if applicants have experience teaching large lecture classes and a demonstrated commitment to participating in alternative course delivery systems. Applicants should have a doctoral degree or be near completion, a research agenda and evidence of excellence in teaching. Qualified individuals should send a letter which identifies their research and teaching interests, how these might be compatible with the Fine Arts Cultural Studies Programme, together with a curriculum vitae, and the names of three referees. Applications should be sent to: Leslie Korrück, Coordinator, Fine Arts Cultural Studies, 219 Winters College, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Application deadline: 15 February 2003. York University has an Affirmative Action Program with respect to its faculty and library appointments. The designated groups are women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Fine Arts Cultural Studies Programme welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. All positions at York University are subject to budgetary approval.

■ **YORK UNIVERSITY** — The Fine Arts Cultural Studies Programme (FACS) of York University invites applications for a two-year Contractually Limited Appointment, effective July 1, 2003. Located within the Faculty of Fine Arts, the Programme considers the fine performing and new media arts from various interdisciplinary perspectives situated within a range of critically-based and broader cultural frameworks. FACS courses are not limited by discipline: instead they are constructed to examine in different ways the concept of interdisciplinarity at a time when leading-edge arts and cultural theory and practice is increasingly orienting itself in this direction. For the FACS curriculum, please visit [www.yorku.ca/finearts/cs/courses.htm](http://www.yorku.ca/finearts/cs/courses.htm). The Programme seeks applicants with an expertise in the study of performance in its broadest sense, particularly as it has evolved through new media theory and practice. The ability to contextualize performance as an interdisciplinary activity and to consider it in light of the con-

cerns of Cultural Studies are especially welcome. In addition, a strong background in the arts and some knowledge of the methodologies of interdisciplinarity are required. It will be an advantage if applicants have experience teaching large lecture classes and a demonstrated commitment to participating in alternative course delivery systems. While this is primarily a studies position, the successful candidate may have an opportunity to teach a practice course in the new media lab. Applicants should have a doctoral degree or be near completion, a research agenda and evidence of excellence in teaching. Qualified individuals should send a letter which identifies their research and teaching interests indicating how these might be compatible with the Fine Arts Cultural Studies Programme, together with a curriculum vitae, and the names of three referees. Applications should be directed to: Leslie Korrück, Coordinator, Fine Arts Cultural Studies, 219 Winters College, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Application deadline: 15 February 2003. York University has an Affirmative Action Program with respect to its faculty and library appointments. The designated groups are: women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Fine Arts Cultural Studies Programme welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. All positions at York University are subject to budgetary approval.

## FORENSIC SCIENCE

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the area of Forensic Science at the rank of Assistant or Associate Professor commencing July 1, 2003. This position is subject to final budgetary approval. A PhD in disciplines related to Forensic Science, such as Physical Anthropology, Criminology, Forensic Biology/Chemistry or Psychology is required as well as substantial evidence of excellence in research and teaching. Contact: Dr. Bruce Tucker, Chair, Forensic Science Appointments Committee, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000 extension 2323, Fax: 519-971-3350, Email: [tuckerb@uwindor.ca](mailto:tuckerb@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dravich, Director, Faculty Recruitment at 877-665-5808 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

## FRENCH STUDIES

■ **THE ROYAL MILITARY COLLEGE OF CANADA** — The Department of French Studies invites applications for a 9-month, limited-term position at the level of Assistant Professor, an appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme. Candidates are required to provide a curriculum vitae, a strong publication record and the capacity to work as part of a team. The successful candidate must be prepared to teach senior undergraduate-level courses in French literature of the 19th and 20th centuries and lower-level courses in language and literature to francophone students. Although all teach-

ing and departmental work are carried out solely in French, this position is officially designated as bilingual, requiring an ability to read, comprehend and communicate orally in both official languages (language profile, PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For information about the Department of French Studies, applicants are invited to consult the RMC web page at [www.rmcc.ca](http://www.rmcc.ca). The annual salary range for 2001-2002 was \$40,948 to \$58,008 plus one annual Termination Allowance of \$2200. This salary range is currently under negotiation. Starting salary will be commensurate with experience and qualifications. Interested candidates should forward their curriculum vitae, a covering letter and three letters of recommendation to: Dr. Marc Benson, Chairman, Department of French Studies, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6900, extension 3903, Fax: (613) 541-6952, Email: [bensonm@rmcc.ca](mailto:bensonm@rmcc.ca). The expected starting date for the position is 15 August 2003. The closing date for applications is 1 March 2003. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign education credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at [www.cicc.ca](http://www.cicc.ca) for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered at the Assistant Professor level. We are committed to employment equity. Vous pouvez obtenir ces renseignements en français.

■ **THE UNIVERSITY OF WATERLOO** — The Department of French Studies invites applications for a tenure-track position at the rank of Associate or Full Professor commencing July 1, 2003. Salary is commensurate with qualifications. The successful candidate will have administrative experience and an excellent, mid-career research record, with a willingness to take on the departmental chairmanship. A specialization in one or more of early modern French literature, computer assisted language learning, linguistics, didactics or French as a second language teaching or French cultural studies would be an asset. The closing date for applications is February 28, 2003. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor H. Fournier, Chair, Department of French Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

## GEOGRAPHY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Urban Studies and one in Human and/or Urban Geography. Please see our full-page display ad in this issue.

**WILFRID LAURIER UNIVERSITY**

## Various Positions Laurier Brantford Campus

Laurier Brantford is a satellite campus of Wilfrid Laurier University which is developing a range of innovative programs. We are a small campus with strong ties to the community. Our academic programming focuses on a core program in "Contemporary Studies," the liberal arts and sciences, and career and professional programs with which they can be combined. We invite applications for seven full-time positions which will begin July 1, 2003. The positions will be limited term or tenure track depending on the qualifications of the candidates.

Ideal candidates will have a completed PhD and strength in both undergraduate teaching and research. Applications, including a full curriculum vitae, three letters of reference, and a teaching dossier, should be sent to: Dr. Leo Groarke, Dean of the Brantford Campus, Wilfrid Laurier University, 73 George St., Brantford, ON, N3T 2Y3. Interested candidates are encouraged to browse our web site at [www.wlu.ca/~wwbrant/](http://www.wlu.ca/~wwbrant/).

**Ancient Thought**  
The successful candidate will be responsible for an interdisciplinary course entitled "The Roots of Contemporary Thought." We especially seek someone capable of teaching a course that addresses the significance of ancient philosophy and poetry on their own terms and in terms of their relevance to contemporary concerns. The person hired will be expected to teach courses in a related discipline in which they are qualified. An ability to teach other interdisciplinary courses in Brantford's "Contemporary Studies" program is strongly desirable. The deadline for applications is March 15.

**Criminology and Criminal Justice**  
The successful candidate will be responsible for an interdisciplinary course entitled "Crime in Context," and for courses in a related discipline in which they are qualified. The person hired will play a leading role in developing a program in Criminal Justice. The deadline for applications is April 1.

**English & Popular Culture**  
The successful candidate will be responsible for an interdisciplinary course on "Popular Culture," and for English courses relevant to our English major and the concurrent B.A./B.Ed. program we offer in partnership with Nipissing University. The area of specialization in English is open. The deadline for applications is April 15.

**Social & Political Thought**  
The successful candidate will be responsible for an interdisciplinary course entitled "Social and Political Thought," which introduces students to the issues of social and political theory through the writings of essential commentators like Aristotle, Machiavelli, Locke, Rousseau, Mill, Marx, Orwell, Wollstonecraft, and Fukuyama. The deadline for applications is April 15.

All faculty hired will be expected to maintain an active research program, and to contribute to a liberal arts campus which is developing a unique set of interdisciplinary programs. An ability to teach a variety of interdisciplinary programs in Brantford's "Contemporary Studies" program, or courses relevant to the program of students in the concurrent BA/BE program we offer in partnership with Nipissing University will be judged an asset.

In accordance with Canadian Immigration Policy, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval.

**Organizational Studies**  
The successful candidate will be responsible for an interdisciplinary course entitled "Organizational Studies," and for courses in a related discipline in which they are qualified. The candidate hired will play a leading role in developing an Honours B.A. in Organizational Studies which will be an arts and humanities based curriculum focussed on the study of organizations. We welcome applications from candidates with a variety of backgrounds — law, political science, business, etc. — who have a background in organizational theory and an interest in the liberal arts. The deadline for applications is April 1.

**Psychology**  
The successful candidate will be responsible for an interdisciplinary course entitled "The Individual in the Community" and for courses in Psychology. The deadline for applications is April 1.

**Religious Studies**  
The successful candidate will be responsible for an interdisciplinary course entitled "Science and Its Critics." The area of specialization in Religious Studies is open, but the person hired will be expected to teach religious studies courses relevant to a liberal arts education in "Contemporary Studies" and the concurrent B.A./B.Ed. program we offer in partnership with Nipissing University. The deadline for applications is March 15.

**Social & Political Thought**  
The successful candidate will be responsible for an interdisciplinary course entitled "Social and Political Thought," which introduces students to the issues of social and political theory through the writings of essential commentators like Aristotle, Machiavelli, Locke, Rousseau, Mill, Marx, Orwell, Wollstonecraft, and Fukuyama. The deadline for applications is April 15.

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# CAREERS CARRIÈRES

research and teach in one or more of the following areas: global/local industrial change; innovation; location decisions; urban/rural/community economic development; industrial ecology; environmental management systems; sustainable business; and quantitative methods. The successful candidate is expected to contribute to broader Faculty of Environmental Studies initiatives such as the Masters Program in Local Economic Development and the Environment and Business Honours Program. The successful candidate is expected to be a strong contributor to research and teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies, which consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. There are additional graduate programs in Local Economic Development and in Tourism, and an undergraduate program in Environment and Business. For additional information about the Department see: <http://www.fes.uwaterloo.ca/geography/>. The University of Waterloo is

strengthening its capacity in industry, innovation and environment-related research with the establishment of a Centre for Business, Entrepreneurship and Technology, the creation of new programs such as Environment and Business, and the establishment of the Eyrton Chair in Entrepreneurship. Applicants must have a PhD in addition, practical experience in government, business or NGOs would be an asset. The appointment will be effective 1 September 2003. Applications must include a statement of career objectives and research goals, a personal assessment of experience and achievements, and an indication of the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the CV. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on 21 February 2003 and continue until the position is filled. Applications should

be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

## GEOLOGY

■ **THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN**—The Department of Physical Sciences invites applications for a tenure-track position in Geology at the Assistant Professor level effective July 1, 2003. The position is subject to final budgetary approval. Candidates should have a PhD in Geology and experience in Geologic Information System (GIS) applications. The appointee would be required to teach effectively at the undergraduate level

both introductory geology and GIS, as well as upper year courses such as sedimentology and/or hydrology. Further, the appointee is expected to develop a dynamic research program, ideally in the subject areas of environmental geology and/or hydrology. This would complement the research activities of the faculty in the present Marine Biology and Environmental Biology degree programs within the Faculty of Science, Applied Science and Engineering. Also, there are opportunities for collaboration with the Canadian River Institute and other Faculties on GIS usage. Post-doctoral experience in the above research areas is preferred, though not essential. Applicants must submit a curriculum vitae, a statement of present and projected research, teaching interests, and the names and addresses of three referees (including e-mail address and telephone number). Review of applications will begin March 1, 2003. Applications should be sent to: Dr. Anton Feicht, Chair, Department of Physical Sciences, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax 506-648-5948, e-mail [physsci@unb.ca](mailto:physsci@unb.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

## GERMAN

■ **CONCORDIA UNIVERSITY**—The Faculty of Arts and Science, has up to two immediate appointments available in German. Please see our full-page display in this issue.

## GERONTOLOGY

■ **McMaster University**—The Program in Gerontological Studies and the Department of Anthropology at McMaster University invite applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2003. The appointment will be held jointly in Gerontological Studies, an interdisciplinary undergraduate degree programme with an active graduate programme leading to the degrees of MA and PhD in Anthropology. Further information on the Gerontological Studies Programme and the Department of Anthropology can be found at [www.socsci.mcmaster.ca](http://www.socsci.mcmaster.ca). The successful candidate will have a PhD in Anthropology or a related discipline, with a strong background in medical anthropology, particularly in the study of aging and health, and research in interdisciplinary research programme in aging and health, including significant peer-reviewed publications; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in gerontology and sociology; and engage in the teaching and supervision of master's

and doctoral students in the Department of Anthropology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Margaret Denton, Director, McMaster Centre for Gerontological Studies, McMaster University, Hamilton, ON L8S 4M4, or Dr. Matthew Cooper, Chair, Department of Anthropology, McMaster University, Hamilton, ON L8S 4L3. The closing date for applications is February 28, 2003.

■ **McMaster University**—The Program in Gerontological Studies and the Department of Sociology invite applications for a full-time tenure-track position at the rank of Assistant Professor commencing July 1, 2003. The appointment will be held jointly in Gerontological Studies, an interdisciplinary undergraduate degree programme with an active graduate programme leading to the degrees of MA and PhD in Sociology. Further information on the Gerontological Studies Programme and the Department of Sociology can be found at [www.socsci.mcmaster.ca](http://www.socsci.mcmaster.ca). The successful candidate will have a PhD in Sociology or Gerontology/Aging, with a strong sociological background in the study of aging and the social sciences, and research in interdisciplinary research programme in aging and the family yielding significant peer-reviewed publications; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in gerontology and sociology; and engage in the teaching and supervision of master's and doctoral students in the Department of Sociology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Margaret Denton, Director, McMaster Centre for Gerontological Studies, McMaster University, Hamilton, ON L8S 4M4, or Dr. Victor Sadezky, Chair, Department of Sociology, McMaster University, Hamilton, ON L8S 4M4. The closing date for applications is February 28, 2003.

## HEALTH & EPIDEMIOLOGY

■ **THE UNIVERSITY OF SASKATCHEWAN**—The Department of Community Health and Epidemiology invites applications from outstanding individuals to be nominated for a Tier Two Canada Research Chair in Aboriginal Peoples' Health. The successful candidate will have a PhD and will already have embarked on a research program focusing on Aboriginal Peoples' Health from a population health perspective. According to the CRC Tier Two criteria, this individual has the potential to achieve international recognition as a leader in this field within the next five to ten years. This person would be expected to obtain funding from the Canadian Institutes for Health Research (CIHR) or other related granting agencies. The Department of Community Health and Epidemiology consists of 11 core and 34 associate faculty who have linkages with key research units including the Saskatchewan Population Health and Evaluation Research Unit, Prairie Region Health Promotion Research Centre, Community University Institute for Social Research, the Department of Women and Gender Studies and the Indigenous Peoples' Health Research Centre. The Department has a dynamic graduate program with 34 students in Master's and Doctoral studies. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Appointment is conditional upon the award of a Canada Research Chair. For more information on the Canada Research Chairs program, consult [www.chrc.gc.ca](http://www.chrc.gc.ca). Deadline for receipt of applications is February 21, 2003. Please send curriculum vitae, the names of three referees and a brief summary of a proposed research program to: Dr. Bruce Reeder, Head, Department of Community Health and Epidemiology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK S7N 5E5, Canada, Phone (306) 966-7934, Fax (306) 966-7920; e-mail: [reeder@usask.ca](mailto:reeder@usask.ca).

## HISTORY

■ **TRENT UNIVERSITY**—The Department of History invites applications for a tenure track position of assistant professor in the Ojibwa program (Ojibwa), effective 1 July 2003, subject to budgetary approval. Any area of Western or non-Western pre-1800 history, including Ancient and Canadian history, will be considered. We are looking for faculty with demonstrated excellence in teaching and research. Strength in a secondary area outside the primary specialty will be considered an asset. Successful candidates: primary teaching responsibilities will be in Ojibwa. We particularly welcome applications from candidates who will bring the opportunity of developing Trent's presence in Ojibwa. The position is at the rank of Assistant Professor, for which a PhD is required. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, Aboriginal people, visible

## DIRECTOR, MD UNDERGRADUATE PROGRAM DEAN'S OFFICE, MD UNDERGRADUATE EDUCATION VANCOUVER HOSPITAL AND HEALTH SCIENCES CENTRE SITE THE UNIVERSITY OF BRITISH COLUMBIA

Applications/nominations are invited for the position of Director, MD Undergraduate Program. This position is available January 1, 2003. The position is a full-time continuing position and will be located at the Vancouver Hospital and Health Sciences Site.

The successful candidate will report to the Associate Dean, Curriculum. Responsibilities include management of all aspects of current curriculum of the MD Undergraduate Education Program including maintaining educational integrity of the curriculum, the recruitment and development of tutors, providing guidance on educational practice, liaising with students to address their issues and managing overall administrative operations. The incumbent will also promote curriculum renewal, recommend and facilitate new initiatives and directions for the program and provide educational expertise, especially in the area of student assessment. Expertise in promoting and engaging in educational research would be an asset.

Candidates must have a Ph.D. or Master's degree in a related field of educational endeavor with at least five years of experience working in educational programming.

A more detailed position description can be obtained from the Office of the Associate Dean, Curriculum.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

The position is subject to final budgetary approval for positions funded from the general purpose operating fund. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Deadline for receipt of applications is February 28, 2003 or until a suitable candidate has been determined. Please direct your applications along with the names of 3 referees and nominations to:



Dr. Angela Towle, Associate Dean, Curriculum  
Undergraduate Medical Education Office  
UBC Faculty of Medicine  
Vancouver Hospital and Health Sciences Centre  
Room 3250, 910 West 10th Avenue  
Vancouver, B.C. V5Z 4E3  
Email: [atowle@interchange.ubc.ca](mailto:atowle@interchange.ubc.ca)

## Instructional Associates (Clinical Education Facilitators) School of Health Studies

Brandon University is a leader in providing high quality education to some 3,000 full- and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Applications are invited for several Instructional Associate positions for a baccalaureate nursing program. Positions range from 0.5 – 1.0 Full-Time Equivalent. Successful applicants will be expected to provide lab instruction and clinical supervision to students in the four-year baccalaureate Nursing program. A small teaching load may also be assigned.

**Qualifications:**  
Current registration, or eligibility for registration, with the CRNM; relevant teaching experience desirable; recent clinical experience required; a Bachelor's degree is normally required; Master's degree in Nursing or related discipline preferred.

Interested candidates should forward a letter of application, curriculum vitae, university transcripts and names of three referees.

**Rank and Salary:** Commensurate with qualifications.

**Application deadline:** March 1, 2003  
**Start Date:** August, 2004 (Subject to budget).

**Contact:**  
Dr. Linda L. Ross  
Dean, School of Health  
Studies  
Brandon University  
270-18th Street  
Brandon, Manitoba  
Canada R7A 6A9  
Phone: (204) 727-7456  
Fax: (204) 726-6793  
  
For more  
information visit:  
[www.brandu.ca](http://www.brandu.ca)

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

## OKANAGAN UNIVERSITY COLLEGE Canada Research Chair Population Health or Health Services Research

Okanagan University College (OUC), located in British Columbia's magnificent Okanagan Valley, is one of Canada's most dynamic university colleges. OUC has five major campuses and several centres throughout the Okanagan Valley in British Columbia.

Okanagan University College is seeking applications and nominations for a Tier II Canada Research Chair in either Population Health or Health Services Research, effective September 2, 2003 or on the availability of the selected candidate.

As a Tier II Canada Research Chair, appointment will be made at an appropriate rank (Assistant, Associate or Full Professor) either with tenure or tenure-track depending on the qualifications and experience of the candidate. Appointment will be in an appropriate cognate department.

Okanagan University College is seeking scholars who have established a strong record of research and who are considered emerging scholars within their field. Applications will be considered until March 14, 2003. Canada Research Chair nominations must be approved by the federal government's Canada Research Chair Secretariat before an offer of employment can be made.

A detailed position description of this Canada Research Chair opportunity can be found at <http://www.ouc.bc.ca/jobpostings/static/15f02WebJobDescript.htm>. For further information on other career opportunities at OUC, please consult our employment website at [www.ouc.bc.ca/jobpostings](http://www.ouc.bc.ca/jobpostings).

For more information, please contact the Dean of the Faculty of Health and Social Development, Dr. Alan Davidson by e-mail at [adavidson@ouc.bc.ca](mailto:adavidson@ouc.bc.ca).

Applicants should send a curriculum vitae (**quoting Competition No. 15FAC02**), a statement of research interests, and the names and addresses of three referees by March 14, 2003 to the address below. Applications may be e-mailed to [adavidson@ouc.bc.ca](mailto:adavidson@ouc.bc.ca) as attachments in Word format and must include the Competition Number in the subject line.

Dr. Davidson, Dean  
Faculty of Health  
and Social Development  
Okanagan University College  
3333 College Way  
Kelowna, BC, Canada V1V 1V7

OUC is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada.

[www.ouc.bc.ca](http://www.ouc.bc.ca)





## CAREERS CARRIÈRES

minorities and people with disabilities. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to Professor O. Andriewicz, Chair, Department of History, Trent University, Peterborough, Ontario, Canada K9J 7B8, by March 15, 2003. Tel: (705) 748-1011 ext. 1579; Fax: (705) 748-1521; Email: history@trout.ca

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track History Assistant Professor position to commence July 2003, subject to budgetary approval. UCCB offers a Bachelor of Arts with a core curriculum. The successful candidate will teach the equivalent of two six-credit courses in the Humanities core, which is similar to the History of Western Civilization and an upper level course in Ancient Greek or Roman history. Candidates must have a PhD with post-secondary teaching experience and publications in the field of Ancient Greek or Roman history and secondary concentration in Celtic or European history. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal Peoples, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. on March 7, 2003. UCCB Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2. Tel: (902) 563-1158, Fax: (902) 563-1458, E-mail: hr@uccb.ns.ca, Website: www.uccb.ns.ca. Please quote reference number HRSD31 on all correspondence.

■ **CONCORDIA UNIVERSITY** - The Faculty of Arts and Science, has up to two limited-term appointments available, one in Canadian History and one in European History. Please see our full-page display ad in this issue.

■ **ALGOMA UNIVERSITY COLLEGE** - The Department of History invites applications for a tenure track position in Canadian History at the Assistant Professor level, subject to budgetary approval. The successful candidate will teach the Canadian survey course and upper year courses in Canadian and U.S. history. Applicants should have a PhD, undergraduate teaching experience, and a demonstrated commitment to research and publishing. We are particularly interested in candidates who have research interests in the environment, resource development, construction, and Northern Ontario. Please send applications, including a Curriculum Vitae, and three letters of reference to: Dr. Adam Smith, Academic Dean, Algoma University, College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applicants will be considered until the position is filled. Algoma University College offers over 25 undergraduate degree programmes in a small, personal environment where students can maximize their university experience. For more information, visit our

website at [www.auc.ca](http://www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 8,000, offers the amenities of a large city center - theatre, music, restaurants, galleries, recreation and professional services in combination with the friendly, safe, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tourism experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

■ **QUEENS UNIVERSITY** - The History Department invites applications for a tenure-track assistant professorship in Islamic History (Middle East, Near East, or Ottoman) with a willingness and capacity to teach an introductory course in World History, effective July 1, 2003. The position is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in scholarly research and teaching. Teaching experience and publications are highly desirable. The appointee will be responsible for developing an active research programme, teaching undergraduate courses, and, in the future, also participating in the graduate programme. Salary will be commensurate with qualifications and experience. Send application and curriculum vitae and ask three referees to write letters by March 15, 2003, to Professor Paul Christenson, Chair, Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qufa>. The Humanities Programme is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, aboriginal peoples, persons with disabilities, gay men, and lesbians.

■ **QUEENS UNIVERSITY** - The History Department invites applications for a tenure-track assistant professorship in the History of Russia/the Soviet Union or Germany in the nineteenth and twentieth centuries, effective July 1, 2003. The position is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in scholarly research and teaching. Teaching experience and publications are highly desirable. The appointee will be responsible for developing an active research programme, teaching undergraduate courses, and, in the future, also teaching a graduate course. Salary will be commensurate with qualifications and experience. Send application and curriculum vitae and ask three referees to write letters by March 15, 2003, to Professor Paul Christenson, Chair, Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qufa>. The Humanities Programme is committed to employment equity and welcomes applications from all qualified

women and men, including members of visible minorities, aboriginal peoples, persons with disabilities, gay men, and lesbians.

■ **BRIDCK UNIVERSITY** - The History Department invites applications for a 10-month limited-term appointment in Canadian History. The position is subject to final budgetary approval. Applicants should have a PhD or be near completion and have relevant teaching experience. The successful applicant will be required to teach courses at all levels of the curriculum. The appointment will begin August 1, 2003, and will be at the rank of Assistant Professor. Applicants should send a curriculum vitae, a one-page research plan, and arrange for three letters of reference to be posted to: Dr. Daniel Samson, Chair, Search Committee, Department of History, Brock University, St. Catharines, Ontario, Canada L2S 3A2. The closing date for applications is March 28, 2003. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website: [www.brocku.ca](http://www.brocku.ca).

## HISTORY &amp; PHILOSOPHY OF SCIENCE

■ **CONCORDIA UNIVERSITY** - The Faculty of Arts and Science, has one limited-term appointment for a candidate specializing in the History and Philosophy of Science. Please see our full-page display ad in this issue.

## HUMANITIES

■ **ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Humanities Programme invites applications for a nine-month, entry-level, limited-term position to begin August 1, 2003. The successful applicant will teach three sections per term of Humanities 1003, a credit-hour elective course for first-year students. Each section has approximately 25 students. The goals of the course are to educate students as to the nature of liberal education and provide them with a firm foundation in the academic skills necessary for success in their studies. The focus of the course is provided by the careful study of a challenging one text - currently Plato's *Apology*. The course is designed to develop students' skills, particularly in the area of critical thinking and essay writing. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Patrick Malmonson, St. Thomas University, Fredericton, NB, E3B 5G3. Closing date: March 15, 2003, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native peoples, members of visible minority groups, and persons with disabilities.

## HUMAN RESOURCES/ MANAGEMENT

■ **MCMASTER UNIVERSITY** - The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 2003 in the area of Human Resources/Management. The candidates PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research experience in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive university") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applicants should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean,

Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Email: [baba@mcmaster.ca](mailto:baba@mcmaster.ca), Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

## INTERCULTURAL EDUCATION

■ **THE UNIVERSITY OF BRITISH COLUMBIA** invites applications for the position of Principal of St. John's College, to take office July 1, 2003, or as soon as possible thereafter. St. John's College was established six years ago as an academic graduate college with a focus on internationalism, global issues, and cultural diversity. The College is home to over 160 outstanding graduate students, post-doctoral fellows, and visiting scholars from over 35 countries.

It promotes internationalism by offering speakers' series, workshops, and research that focus on international and global themes. The Principal must be an internationally distinguished scholar with exceptional qualities in leadership, interpersonal sensitivity, and sociability. Administrative experience and community service in an academic setting are desirable assets. The Principal will hold a tenured joint appointment at the professional rank in the Faculty of Graduate Studies and another academic unit in her or his area of specialization. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter describing their interest in the position, a curriculum vitae, and names and addresses of at least four references whom we can contact in confidence, by February 15, 2003, to: Dr. Frieda Granot, Dean, Faculty of Graduate Studies, University of British Columbia, 6371 Crescent Road, Vancouver, V6T 1Z2, Fax: 604-822-9202, Email: [submissions.ilsan@ubc.ca](mailto:submissions.ilsan@ubc.ca). Additional information: [www.stjohns.ubc.ca](http://www.stjohns.ubc.ca) or [www.facultyrelations.ubc.ca/faculty/gradadm.htm](http://www.facultyrelations.ubc.ca/faculty/gradadm.htm).

## Canada Research Chair, Health &amp; Wellness

Acadia University, Wolfville, Nova Scotia

Acadia University invites

applications for a Tier I

Canada Research Chair

to develop a research

program in Health

and Wellness. Acadia's

Institutional Research

Plan has identified

Health and Wellness as

a major research theme,

reflecting existing strengths and potential for

continued growth in health-related research. We

seek an experienced scholar with a profound

understanding of the ways in which Health and

Wellness has become critical to contemporary

Canadian society. A Tier II chair in this research

area has already been nominated.

Acadia University plans to further individual

and collaborative research projects that en-

compass psychology, kinesiology, education,

environmental science, public policy, economics,

and the other social sciences. Possible areas of

emphasis include optimal deployment and levels

of funding of health care services, preventive and

treatment interventions, and child development.

Such projects will involve links to community

organizations.

The successful candidate will have a strong

research record and will demonstrate the ability

to collaborate with other faculty and facilitate

creation of interdisciplinary initiatives. He or she

will be expected to attract external research

funding from granting agencies, foundations, and

other sources.



Candidates should submit a curriculum vitae, record of relevant research, and clear plans for future scholarship in the area of Health and Wellness. They should arrange for three letters of reference to be sent. Applications should be directed to the chair of the search committee, Dr. Bruce Matthews, Dean, Faculty of Arts, Acadia University, Wolfville, NS, B4P 2R6. E-mail: [bruce.matthews@acadia.ca](mailto:bruce.matthews@acadia.ca).

Acadia is known for the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position or to fill positions at a level different from the advertised level or term.

Review of applications will begin on January 27, 2003, and will continue until a suitable candidate has been identified.



McGill

## Assistant Professor (Special Category) in Music Technology

Faculty of Music

The Department of Theory, Faculty of Music, McGill University, is opening a 3-year position in Music Technology at the rank of Assistant Professor (Special Category), which may be extended to a tenure-track position. The Department invites immediate applications from researchers with a background in music and computer science/engineering. The successful candidate will contribute to the ongoing development and expansion of a PhD program in this field and also participate in the newly created Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). This centre is dedicated to innovative research in music technology and sound recording, with members drawn from the Faculties of Engineering, Medicine, and Science, as well as from the Faculty of Music.

The new professor will be part of the Music Technology Area that offers both undergraduate (B. Mus) and graduate degrees (M.A., and PhD) in this topic. Applicants should hold a PhD, but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) high-level musical control of sound synthesis, (b) design of input devices for musical interaction, (c) sound analysis and synthesis,

(d) human-computer interaction, (e) musical acoustics, and (f) software design for integrated musical environments.

An active research profile is required that will complement the existing research directions on audio analysis and synthesis, interactive performance systems, and distributed digital music libraries. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of graduate students in Music Technology.

Interested parties should submit a curriculum vitae, a statement of current research, and three letters of reference to:

Professor Brian Charney  
Chair, Department of Theory  
Faculty of Music  
McGill University  
555 Sherbrooke Street West  
Montreal, QC,  
H3A 1E3, Canada

Deadline: February 1st, 2003

Date of Appointment: June 1st, 2003

Salary is negotiable within the university salary structure depending on qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



## Department Chair Computer Science



University of Victoria

Applications are invited for the position of Chair of the Department of Computer Science. The appointment as Department Chair will be effective July 1, 2003 and normally will be for a five-year term. External candidates should have a PhD in Computer Science or a related field and have the qualifications and standing to be appointed as a tenured Associate Professor or tenured Professor.

Candidates will usually have a strong record of teaching and research at a university, but candidates from industry with a strong research record are also encouraged to apply. Administrative experience will be a strong asset. The successful candidate will have demonstrated, or have the potential for, strong academic leadership and innovation.

The Department offers B.Sc., M.Sc., and PhD programs. A Bachelor of Software Engineering program, jointly offered with the Department of Electrical and Computer Engineering, is scheduled to begin in September 2003. There are currently 26 faculty members with plans to grow to 41, and 106 graduate students with plans to expand this number to 164. The undergraduate programs include an optional co-op component. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at <http://www.csc.uvic.ca/>.

Please send applications, including curriculum vitae and the names of at least six references, to: Dean Michael Miller, CSC Chair Search Committee, Faculty of Engineering, University of Victoria, P.O. Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6. E-mail: [csc-chair-search@eng.uvic.ca](mailto:csc-chair-search@eng.uvic.ca) (Word or PDF attachments). Closing date for applications is March 15, 2003.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. This advertisement is directed to both Canadian and international candidates.

challenge minds  
change world







## CARRIÈRES

references. Applicants should be sent to Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

## MATHEMATICS &amp; STATISTICS

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to four limited-term appointments available in its Department of Mathematics and Statistics. Please see our full-page display and in this issue.

## MUSIC

■ **YORK UNIVERSITY** — The Department of Music, Faculty of Fine Arts, invites music scholars to apply for a full-time tenure-track position at the rank of Assistant Professor. Appointment is effective July 1, 2003. This appointment is subject to budgetary approval. The successful candidate will have a completed PhD (or equivalent), exceptional ability as an inspiring teacher at both graduate and undergraduate levels, and demonstrated scholarly and artistic ability with the potential of establishing an international reputation. Expertise in one or more disciplines is expected and familiarity with a variety of approaches will be considered beneficial. The Department seeks someone who can respond to the opportunity created by an exciting teaching repertoire in conjunction with the renowned focus of traditional core studies in music. The successful candidate will contribute to the department's reputation of a mature, vibrant, and richly varied program. The Department of Music, York University, offers an exciting position as an innovative leader in contemporary music study, featuring a wide range of program options. In addition to a comprehensive program in the performance and historical/theoretical study of Western art music, the department offers such areas as contemporary improvisation, composition, jazz, digital and electronic music, ethnomusicology, popular music, world music, performance (South Indian, Philippine Kolin, Indonesian Gamelan, West African, Balkan, Chinese, Cuban, African-American, Celtic-Canadian, Canadian, Mexican, Latin Jazz, Caribbean), current program offerings include the BA, Honours BA, Honours BFA degrees in music at the undergraduate level, the MA and PhD in Ethnomusicology/Musicology (fields of study include composition, jazz studies, popular music studies, ethnomusicology, and musicology). Applicants should submit a letter of application with curriculum vitae and arrange for three letters of reference to be sent to Professor Michael Coglin, Chair, Department of Music, Faculty of Fine Arts, 225 Wilfrid Laurier University, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Application deadline is March 1, 2003. York University has an Affirmative Action Program with respect to its hiring and promotion appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Music encourages applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/aa/](http://www.yorku.ca/aa/) or a copy can be obtained by calling the affirmative action office at 416-735-7131. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **YORK UNIVERSITY** — The Department of Music, Faculty of Fine Arts, York University, invites applications for a tenure stream position in Classical Vocal Performance at the rank of Assistant Professor. Appointment is effective July 1, 2003. This appointment is subject to budgetary approval. The successful candidate will have a minimum of a completed Masters degree with relevant professional experience and training, exceptional ability as an inspiring and dedicated teacher, and a professional career with a national or international reputation. Expertise in both art song and opera is required with fluency in French, German, Italian, and English. The Department seeks someone who can respond to the opportunity created by an exciting teaching repertoire in conjunction with the renowned focus of traditional core studies in music. The successful candidate will teach at the graduate and undergraduate levels and contribute to the development and expansion of a mature, vibrant, and richly varied program. The Department of Music, York University, offers an exciting position as an innovative leader in contemporary music study, featuring a wide range of program options. In addition to a comprehensive program in the performance and historical/theoretical study of Western art music, the department offers such areas as contemporary improvisation, composition, jazz, digital and electronic music, ethnomusicology, popular music, world music, performance (South Indian, Philippine Kolin, Indonesian Gamelan, West African, Balkan, Chinese, Cuban, African-American, Celtic-Canadian, Canadian, Mexican, Latin Jazz, Caribbean). Current program offerings include the BA, Honours BA, Honours BFA degrees in music at the undergraduate level, the MA and PhD in Ethnomusicology/Musicology (fields of study include composition, jazz studies, popular music studies, ethnomusicology, and musicology). Applicants should submit a letter of application with curriculum vitae and arrange for three letters of reference to be sent to Professor Michael Coglin, Chair, Department of Music, Faculty of Fine Arts, 225 Wilfrid Laurier University, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Application deadline is March 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Music welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/aa/](http://www.yorku.ca/aa/) or a copy can be obtained by calling the affirmative action office at 416-735-7131. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Music, invites applications for a tenure-track position in music education at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. Applicants should have a Doctorate in music education or equivalent experience. The successful candidate should have an active professional career demonstrated by publications, conference presentations, and/or performances. The Faculty of Music is seeking someone who will enhance our current programs with new curricular and community initiatives in music education. The course load will include teaching from the broad range of courses in music education presently offered by the Faculty, as well as courses in another area of the applicant's expertise. Applicants should include transcripts, three confidential letters of reference, and a one page statement of their teaching philosophy. Applications should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is March 1, 2003. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial/ethnic minorities, persons with disabilities, and aboriginal people.

■ **THE UNIVERSITY OF REGINA** (Luther College) — Applications are invited for a tenure-track position in Musicology at Luther College, a federated college of the University of Regina. The successful candidate will teach introductory courses in music appreciation and/or world music as well as upper level and graduate courses in the college's specialty. An interdisciplinary approach is important and expertise in ethnomusicology or popular music especially welcome. Candidates should have a doctorate in Musicology completed or near completion. The successful candidate should have a demonstrated ability in undergraduate teaching, potential for research and an interest in the context of a Christian, liberal arts college federated with the University of Regina. A copy of the College's educational goals is available upon request and further information about the College can be obtained at: <http://www.luthercollege.edu>. Responsibilities include teaching, research, committee work and contributing to the University of Regina. The starting date is July 1, 2003, or as soon as possible thereafter. Applications, including a curriculum vitae, a copy of the candidate's resume, a list of publications and three letters of reference, should be sent to Dr. Bryan Hill, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Applications for applications is February 15, 2003 or when the position is filled.

## NATIVE STUDIES

■ **THE UNIVERSITY OF ALBERTA** — Tenure track position at the rank of Assistant Professor in the School of Native Studies (SOS) ([www.ualberta.ca/native/studies/](http://www.ualberta.ca/native/studies/)) and the Department of Rural Economy (DRE) ([www.alberta.ca/dre/](http://www.alberta.ca/dre/)). Qualifications: PhD in social science (Anthropology, Sociology, Rural Sociology, Economics, Native Studies, Geography or Resource Management) with a background and/or field experience in Aboriginal communities and/or Native Studies. Demonstrated ability to conduct and publish high quality research that serves community needs. Willingness and capacity to develop and deliver new undergraduate and graduate courses appropriate to Rural Economy and Native Studies. The School of Native Studies was established in 1986 to foster the integrative study of Aboriginal experiences. The School contributes to BA, BA (Honours), combined BA/BEd and BA/BSc in Environmental and Conservation Sciences programs, and has a research program in the discovery, application and dissemination of traditional economic, sociological, and business dimensions of agriculture, food, forestry and the environment. Includes master's and doctoral programs in Agriculture, Agricultural/Food Business Management, and Environmental and Conservation Sciences. The Department offers MSc and PhD programs in Agricultural and Resource Economics, Forest Economics and Rural Sociology, as well as degrees in MAg, combined MBA/MAg, and a joint PhD in Environmental and Natural Resource Economics. Salary is commensurate with experience. A letter of application, with a statement of research and teaching interests, transcripts, curriculum vitae, and the names of three referees, should be sent to: February 28, 2003 to Dr. Ellen Goddard, Acting Chair, Department of Rural Economy, 515 General Services, University of Alberta, Edmonton, Alberta T6G 2H1 or Dr. Frank Tought, Director, School of Native Studies, 612 Education North, University of Alberta, Edmonton, Alberta T6G 2G5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, and aboriginal people.

## NURSING

■ **DALHOUSIE UNIVERSITY** — The School of Nursing invites applications for a full-time, two year, limited term appointment beginning August 1, 2003, with potential for renewal. The appointment is subject to budgetary approval. The successful candidate will have knowledge and clinical experience in nursing, including: physical assessment skills, nursing, including: laboratory, and teaching and supervising of BScN students throughout the academic year and during internships, related committee work, and academic

advising. A Bachelor of Nursing is required, a Masters Degree in Nursing is preferred. Recent clinical and teaching experience in nursing of adults and the ability to work collaboratively with others are essential. Interested persons should submit a cover letter stating qualifications and abilities, a resume, a copy of their current provincial nursing association registration, and the name, address and phone number of three referees to: Po Box 1000, Administrative Coordinator, Director's Office, Dalhousie University School of Nursing, Halifax, N.S. B3H 3J5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Application deadline: March 30, 2003, or until position is filled.

■ **DALHOUSIE UNIVERSITY** — The School of Nursing is accepting applications for a full-time, two year, limited term appointment beginning August 1, 2003, with potential for renewal. The successful candidate will have knowledge and experience as a primary health care nurse in a community setting. The person will be responsible for teaching and clinical supervision of students in the Primary Health Care course of the Bachelor of Nursing program and students in the BScN program. A Bachelor of Nursing is required, a Masters Degree in Nursing is preferred. Outpost nursing or primary health care nurse practitioner education is essential. Recent teaching and primary health care nurse practitioner clinical experience, and the ability to work collaboratively with others are essential. Interested persons should submit a cover letter stating qualifications and abilities, a resume, a copy of their current nursing registration/license, and the name, address and phone number of three referees to: Paulette Dunn, Administrative Coordinator, Director's Office, Dalhousie University School of Nursing, Halifax, N.S. B3H 3J5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This appointment is subject to budgetary approval. Application deadline: February 28, 2003, or until the position is filled.

## NUTRITIONAL SCIENCES

■ **THE UNIVERSITY OF TORONTO** — The Department of Nutritional Sciences in the Faculty of Medicine invites applications for a tenure-track position at the Assistant or Associate Professor level in an area of nutrition research that is of broad interest in community, population, or public health. The Department encourages applications from candidates with a strength in nutritional epidemiology, survey methods, or qualitative research. Level of appointment will be consistent with the candidate's qualifications. Successful candidates will be expected to establish an independent, externally funded research program and to participate in teaching. Applicants should send curriculum vitae, description of research interests, and the names and addresses of referees by March 1, 2003 to: Dr. Michael C. Arcei, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, FitzGerald Building, 250 College Street, Toronto, ON, Canada M5S 3E2, [m.arcei@utoronto.ca](mailto:m.arcei@utoronto.ca). Phone: 416-978-6195, Fax: 416-978-2366. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

## OCEANOGRAPHY

■ **DALHOUSIE UNIVERSITY** — Juniors (Tier 2) Canada Research Chair in Marine Sensors/Process Studies in the Centre for Marine Environmental Prediction at Dalhousie University. CMEP is committed to the integration of real-time and near real-time ocean observing systems with simulations of the marine environment. This position is directed at exploiting recent advances in chemical and biochemical sensing technology to complement our well-developed capabilities in the use of optical, acoustical and other physical sensing systems. The Chair will conduct research that simultaneously exploits and enhances CMEP's observation-driven modeling of the co-ecosystem. Candidates will hold a PhD in Oceanography or a related discipline and have a strong record of research in oceanographic scientific publication. Research interests of the Chair may include any aspect of marine biogeochemistry, but must include using

## RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Community Education Division, offering courses and certificates for personal and professional development.

## DEPARTMENT OF MATHEMATICS, PHYSICS AND COMPUTER SCIENCE

The Department invites applications at all levels for two tenure or tenure-track appointments, starting August 1, 2003, subject to budgetary approval. Positions will remain open until filled. Qualified candidates will have a PhD in Computer Science or a related field, and a strong commitment to undergraduate teaching, as well as agree to develop and conduct an active and continuous research program. Applicants should have a research record in the areas of Computer Graphics, Artificial Intelligence, Multimedia Systems, Software Engineering or Programming Languages. The successful candidates will be expected to attract external research funding, and help in the development of undergraduate and graduate-level education. Salary is dependent upon qualifications and experience in accordance with the Ryerson Collective Agreement.

A letter of application, a curriculum vitae, a description of research and teaching interests and the names and addresses of three referees, should be submitted by March 26, 2003 to: Professor Alain Lam, Chair, Department of Mathematics, Physics and Computer Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Applications will be considered as they are received.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The Ontario College of Art & Design, one of Canada's leading institutions for advanced education in art and design, currently requires outstanding academic leaders and educators to join OCAD in an important period of institutional change.

## Dean, Faculty of Liberal Studies

The Faculty of Liberal Studies consists of 20 professional art, design and cultural historians, critics, and committed teaching faculty delivering Liberal Studies courses in all program areas. An experienced academic administrator, educator, and scholar/researcher with a distinguished record of publication and scholarship, the successful candidate should have a Ph.D. in a relevant field or an equivalent achievement as well as demonstrated expertise in art or design history or another core field in Liberal Studies or Humanities taught within an art or design program.

## Dean, Faculty of Art

The Faculty of Art consists of 70 professional artists and dedicated faculty delivering programs in Drawing & Painting, Printmaking, Photography, Integrated Media, Sculpture/Installation, and Animation & Curatorial Studies. In addition to an M.F.A. or an equivalent in achievement, the successful candidate should have demonstrated expertise in a contemporary studio discipline from at least two of the Faculty's programs and expertise in new technological approaches in art and media. The Faculty of Art requires an experienced academic administrator, educator, and artist/researcher with a distinguished record of exhibition, publication, teaching, and service in the field of visual arts.

Responsible to the Vice-President, Academic, the Deans will lead their Faculties in the implementation of new degree programs, as well as assist in the development of a research component at OCAD. Qualifications for both deans positions include five years of full time teaching in a university or art and design college, as well as demonstrated leadership in curricular development, knowledge of innovative pedagogy in art and design education and experiential studio learning, and a knowledge and respect for diverse aesthetic, cultural, and ideological points of view. Candidates will be expected to teach in first year and upper levels, and should have the achievements and credentials appropriate to the rank of Associate or full Professor. Appointments are for a five-year renewable term commencing August 1, 2003.

## Teaching Positions

The Faculty of Design and the Faculty of Foundation Studies invite applications for four permanent full-time cross-appointed studio teaching positions in the fields of **Advertising, Illustration, and Graphic Design**. In addition to holding an M.F.A. in the appropriate discipline or an equivalent achievement, the successful candidate should have a strong knowledge of design history and theory, as well as familiarity with the professional design community and a record of a promising design practice are required. Successful candidates will also have a knowledge of new technological approaches and a demonstrated interest in curriculum development.

The Faculty of Art invites applications for one full-time permanent studio teaching position in **Integrated Media (Video Practice and Theory)**. Candidates should have an M.F.A. or an equivalent achievement, as well as a promising record of exhibitions, screenings, publications, and related professional activities as an engaged contemporary artist. In addition to expertise in video practice and theory, a detailed knowledge of art and media history and theory is required, as is additional expertise in emerging technologies, film or photography, and a demonstrated interest in curriculum development.

The Faculty of Liberal Studies invites applications for two full-time permanent positions. One position is to teach and coordinate entry level courses in **English/Rhetoric and Critical Thinking/Writing**, with additional expertise in Canadian literature and studies. A second appointment is to teach either **Design History and Theory** or **Media History and Theory**, **Communications, and Global Culture**, with the ability to teach the History and Theory of Technology as an asset. Qualifications include a Ph.D. (ABD considered) and a strong record of research, scholarship, and publication, with potential for and interest in academic leadership in curriculum development.

As the successful candidates may be expected to teach at all levels, an interest in and sensitivity for teaching in first year courses is essential for all teaching positions. These positions are anticipated to be at the Assistant/Associate Professor level, with rank to be determined based on qualifications. The expected start date is August 1, 2003, subject to budgetary approval.

Applications for the above-listed deans positions and/or teaching positions, accompanied by a curriculum vitae and the names of three referees, should be submitted in confidence to the address listed below. The review of applications will begin on March 3, 2003 and continue until the positions are filled.

Human Resources Department  
Ontario College of Art & Design  
100 McCaul Street, Toronto, Ontario M5T 1W1  
E-mail: [hr@ocad.ca](mailto:hr@ocad.ca)  
Fax: 416-977-3034

For more details regarding these positions, visit our web site at [www.ocad.ca](http://www.ocad.ca) and click on Human Resources.

As an employment equity employer, the College encourages applications from women, First Nations people, persons with disabilities, and people with disabilities. All qualified persons are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority.

OCAD



## CAREERS CARRIÈRES

data from sensors to guide and test numerical models of marine processes. Applicants should send, by 1 March 2003, their curriculum vitae, a statement of research and teaching interests, recent reprints, and the names of four referees to the Search Committee Chair, R. M. Moore, Department of Oceanography, Dalhousie University, 1355 Oxford Street, Halifax, Nova Scotia, Canada B3H 4J1. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. <http://www.phys.cmc.dal.ca/people/cmoe/CMP.htm>

## PHILOSOPHY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Philosophy of Mind and one in the History of Philosophy. Please see our full-page display ad with info.

■ **WILFRID LAURIER UNIVERSITY** — The Brantford Campus of Wilfrid Laurier University invites applications for positions in Ancient Thought and Social and Political Thought. Please consult our display advertisement in this issue.

## PHYSICS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantum gravity, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysical physics, including early-universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research goals, and a statement of their teaching goals.

Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: [physics@uwaterloo.ca](mailto:physics@uwaterloo.ca). Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page <http://www.physics.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

## PHYSICS &amp; ASTRONOMY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Physics & Astronomy is pleased to announce a search for a Tier 1 (Junior) Canada Research Chair at the Assistant or Associate Professor position (tenure-track) level in the area of observational astronomy, with specific focus on star formation. All CRC appointments are subject to approval by the Chair, Department of Physics, University of Western Ontario, and it is anticipated that the starting date of the position will be January 1, 2004 or thereafter. The University of Western Ontario is committed to build upon its strengths and establish a leading program in star formation. The Canada Research Chair (CRC) program has been established by the Government of Canada to enable Canadian universities to foster world-class research excellence. Details on the CRC program can be found at <http://www.chairs.gc.ca>. The successful candidate will have an outstanding record of accomplishments in star formation research, demonstrate the potential for leadership in the use of the current and upcoming generation of world-class observatories, and be expected to develop a vigorous research program involving the training of graduate students. A description of Canada's long term plans for participation in new global facilities is described in the Long Range Plan developed by the Canadian Astronomical Society (see <http://www.casca.ca/lrp/>). Teaching at both the undergraduate and graduate levels will also be expected. CRC positions are open to candidates of any nationality. The Department of Physics and Astronomy has major research groups in astronomy, astrophysics and molecular physics, condensed matter physics, and space and atmospheric physics. For more information, see <http://www.physics.uwo.ca> and <http://www.astronomy.uwo.ca>. Our location allows the opportunity to have close ties to researchers at the University of Toronto, McMaster University, and the University of Waterloo, among other places. We are located in London, Ontario, a scenic city of 350,000 people with numerous cultural and recreational opportunities. London is located within two hours driving distance to Toronto and Detroit, and has a cost of living that is among the lowest in North America. We will begin to consider applications and letters of recommendation on April 30, 2003, and the search will continue until the position is filled. Candidates should submit a curriculum vitae, list of publications, and research plan, and must arrange for at least three letters of reference to be sent to Professor Michael G. Sottani, Chair, Department of Physics & Astronomy, The University of Western Ontario, London, Ontario N6A 3K7, Canada. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## POLITICAL SCIENCE

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track Political Science position to commence July 2003, subject to budgetary approval. The successful candidate must have a PhD in Political Science (or be near completion) and have teaching and research interests in public administration and international relations. Candidates must also be willing to teach Introduction to political science courses. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The Union Faculty Association of the UCCB Faculty Association of the UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal people, African Nova Scotians, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources and Labour Relations, UCCB, 1000 University Avenue, UCCB, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS B1P 6L2, Tel: (902) 563-1158, Fax: (902) 563-1458, E-mail: [hrc@uccb.ns.ca](mailto:hrc@uccb.ns.ca), Website: [www.uccb.ns.ca](http://www.uccb.ns.ca). Please quote reference number POL0301 on all correspondence.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

■ **SAINT MARY'S UNIVERSITY** — The Department of Political Science invites applications for a tenure-track appointment in the field of political theory and political theory and/or law and politics at the Assistant Professor (entry level). The successful candidate must hold a completed PhD and be near completion of the degree by the date of appointment, and is expected to show evidence for the promise of excellence in both scholarship and teaching, especially at the undergraduate level. The appointment is effective July 1, 2003 and is subject to budgetary approval. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Candidates are asked to forward a curriculum vitae and the names and addresses of three referees to Dr. Edna Keeble, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5151. In order to be considered, applications must be received by February 28, 2003. Saint Mary's University is committed to the principles of Employment Equity.

■ **GRANT MACEWAN COLLEGE** — The Arts & Science Division invites applications for new Political Science positions in the Department of Anthropology, Economics and Political Science. The applicant should have expertise in Canadian Government and Political Philosophy and the ability to teach courses in International Relations or Comparative Politics. The successful applicant must have a strong interest in teaching as a career priority and an interest in alternative modes of instruction and delivery. Teaching experience is an advantage. This is a twelve month position with a possibility of renewal. Candidates must have a PhD and also have a record of scholarly activities and an ability to work in a collegial environment. Grant MacEwan College is currently in a period of tremendous growth and change with the possibility of degree granting on the horizon. The college offers a competitive salary structure and benefits package. Applicants should include a curriculum vitae, graduate transcripts and recent teaching evaluations. Applicants should also arrange for three letters of reference that quote the competition number and are to be submitted under separate cover. Salary based on education and experience. Closing Date: Friday, February 28, 2003 at 4:30 pm. Quote Competition No. 02-12375. Grant MacEwan College thanks all applicants for their interest in employment; however, only those selected for interviews will be contacted. Apply to: Human Resources Department, Grant MacEwan College, MacEwan Centre for the Arts, Room 420, 10045-156 Street, Edmonton, AB T5P 2T7, Fax: (780) 497-5430, Phone: (780) 497-5434, E-MAIL: [careers@macewan.ca](mailto:careers@macewan.ca).

■ **THE UNIVERSITY OF NEW BRUNSWICK (Saint John Campus)** — Applications are invited for a 9-month term appointment in Political Science commencing on August 1, 2003 subject to budgetary approval. Applicants should have a doctorate or near completion of a master's degree, teaching experience and a strong research record. The successful candidate will be expected to teach introductory level courses in both Canadian politics and research methods along with upper level courses in provincial politics and Canadian federalism. Political Science is a part of a dynamic program of study at UNB Saint John where both the student population and its core faculty are experienced in internationalization. It is located in the City of Saint John, which has a regional population of 125,000. Applicants should send curriculum vitae and the names and addresses of three referees, to be received no later than March 15, 2003, to Dr. Stephen Munro, Dean of Arts, The University of New Brunswick in Saint John, P.O. Box 5050, Saint John, NB E2L 2C4. Dr. Munro will determine which qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

## Sun Life Financial Research Chair in Adolescent Mental Health

The Department of Psychiatry at Dalhousie University and the IWK Health Centre are seeking an exceptional individual to lead and mobilize the community in support of adolescent mental health.

Through the Sun Life Financial Research Chair in Adolescent Mental Health, this individual will lead, foster and grow a world-class research, academic and clinical program aimed at giving brighter futures to our youth.

The Chair is the cornerstone in the development of a comprehensive strategic plan that brings focus and attention to brain diseases and mental health issues that strike during the teen years. The position requires a leader, a mentor and a champion to facilitate interdisciplinary research, promote community awareness, and foster the delivery of best practices. We are seeking an individual with demonstrated expertise in adolescent mental health research and an established clinical and academic record, to develop, direct and evaluate this program.

Located in Halifax, Nova Scotia, the position offers a collaborative environment, clinical and academic opportunities, and a great lifestyle. If you are recognized for your outstanding achievements in education, clinical care, research and professional development, consider a future with us.

Closing Date: March 14, 2003

Contact: Dr. Harold Cook, Associate Dean  
Research & Planning, Faculty of Medicine  
Dalhousie University • Tel: 902.494.1395 • E-mail: [h.cook@dal.ca](mailto:h.cook@dal.ca)

Address: Medical Research Services, Clinical Research Centre  
5849 University Avenue • Halifax, Nova Scotia, Canada B3H 4H7

For more information go to [www.psych.dal.ca/childpsych/sunlife](http://www.psych.dal.ca/childpsych/sunlife)

giving brighter futures to our youth



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

## MALASPINA University-College

Malaspina University-College, located on beautiful Vancouver Island, is a comprehensive post-secondary institution that offers degrees, career, trades and technical diplomas and certificates; and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in research and scholarly activities in their fields.

We are now accepting applications for the following teaching positions:

## Economics

Comp. 02-4093 closes 1 pm, Mar. 14/03

## English

Comp. 02-4098 closes 1 pm, Mar. 14/03

## Finance

Comp. 02-4094 closes 1 pm, Mar. 14/03

## History

Comp. 02-4096 closes 1 pm, Feb. 28/03

## Management

Comp. 02-4095 closes 1 pm, Mar. 14/03

## Political Science

Comp. 02-4100 closes 1 pm, Mar. 14/03

## Sociology/Criminology

Comp. 02-4092 closes 1 pm, Mar. 14/03

For full details, please click on Employment Opportunities on the Malaspina University-College website [www.mala.bc.ca](http://www.mala.bc.ca), or call the 24-hr. job-line, (250) 740-6285.



Nanaimo Campus  
900 Fifth Street  
Nanaimo, BC V9R 5S5  
(250) 740-6285

WWW.MALA.BC.CA

York University is continuing its multi-year initiative to appoint tenure-track faculty members who will be of the highest caliber and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. York is located in Toronto, Canada's knowledge, trade, and financial centre, and its gateway to the global community.

The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-track position at the Assistant Professor level in the field of Cultures of the Americas: Traditional and Popular. A PhD at the time of appointment is required, an active program of research is expected. Prospective candidates must be qualified to conduct research in African-Caribbean and African-American literature and culture and to teach courses in these areas. From interdisciplinary perspectives, in first- and second-year foundations courses, third- and fourth-year courses, and graduate courses.

Applicants should send a cover letter, c.v., and a sample of scholarly work of not more than twenty pages, arranged for three confidential letters of recommendation to be sent no later than March 30, 2003, to: Professor Doug Fleake, Division of Humanities, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3 (phone: 416-736-5158; fax: 416-736-5460; email: [d.fleake@yorku.ca](mailto:d.fleake@yorku.ca)).

Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics. Applicants in Financial or Actuarial Mathematics will be considered. The successful candidate must have a PhD and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. The selection process will begin on April 15, 2003. Applicants should send resumes and arrange for

## Tenure-track positions

three letters of recommendation (one of which should address teaching) to be sent directly to: Mathematics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3 (phone: 416-736-5250; fax: 416-736-5157; email: [math.recruit@matstat.yorku.ca](mailto:math.recruit@matstat.yorku.ca)); [www.math.yorku.ca/Hiring/](http://www.math.yorku.ca/Hiring/)

Applications are invited for a tenure-track appointment in Statistics at the Assistant Professor level in the Department of Mathematics and Statistics. The successful candidate must have a PhD and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. The selection process will begin on April 15, 2003. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Statistics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3 (phone: 416-736-5250; fax: 416-736-5157; email: [stats.recruit@matstat.yorku.ca](mailto:stats.recruit@matstat.yorku.ca)); [www.math.yorku.ca/Hiring/](http://www.math.yorku.ca/Hiring/)

The anticipated starting date for the three positions is July 1, 2003 subject to final budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarians appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and Aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The above Division Department(s) welcome applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/accadjobs](http://www.yorku.ca/accadjobs) or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be given priority.



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# CARRIERS CARRIÈRES

■ **WILFRID LAURIER UNIVERSITY** — The Bramford Campus of Wilfrid Laurier University invites applications for a full time position in Organizational Studies. Please consult our display advertisement in this issue.

## PROBLEM CENTRED STUDIES

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track Assistant Professor position to commence July 1, 2003 (subject to budgetary approval). The PCS Department delivers the core courses for the Bachelor of Arts Community Studies and the Bachelor of Science Community Studies degrees and faculty are drawn from a variety of academic and professional disciplines. PCS courses are delivered in a small group, self-directed format using a problem based learning pedagogy. Candidates should have a PhD and demonstrate a commitment to excellence in undergraduate teaching. Applicants with a Masters degree and significant university teaching and community involvement will also be considered. Knowledge of process education at a theoretical and applied level will be an asset and evidence of research potential is required. In addition to the teaching and research responsibilities, the candidate is expected to assume an active role in the activities of a dynamic and growing department. The applicant is expected to demonstrate personal and commitment with regard to teaching, research/creative scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal People, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. March 7, 2003. UCCB Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1280 Grand Lake Road, Sydney, NS, B1P 6L2. Tel: (902) 563-1158, Fax: (902) 563-1458, Email: hrb@uccb.ns.ca. Please quote reference number PCS0301 on all correspondence.

## PSYCHOLOGY

■ **McGILL UNIVERSITY** — The Department of Psychology seeks applicants for a tenure-track position as the Assistant or Junior Associate Professor level in Behavioral Neuroscience. Our current strengths within this broad domain are in the areas of vision, learning and memory. The pay

chopportunity of reward and reinforcement, and the biological basis of plan applications in any area of Behavioral Neuroscience are welcome, but candidates with an interest in electrophysiological approaches are particularly encouraged to apply. The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute. Review of applications will begin January 15, 2003. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to Chantal, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1S1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **McGILL UNIVERSITY** — The Department of Psychology seeks applicants for a tenure-track position as the Assistant Professor in Human Cognition with an anticipated start date of September 1, 2003. We are primarily interested in applicants studying issues in memory, concepts, reasoning, problem solving, decision making, learning, or development using human experimentation, modelling, and/or cognitive neuroscience techniques. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal. Review of applications will begin January 15, 2003. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity and are expected to have an aptitude for both undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of research teaching competency, interest, and approaches, and other relevant material, should also be sent to: Chantal, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1S1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science has up to six limited-term appointments available in its Department of Psychology. Please see our full-page display ad in this issue.

■ **THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN** — The Department of Psychology is inviting applications for a 9 month sabbatical replacement position in Psychology commencing 1 August 2003. The position is subject to budgetary approval. The Department offers majors, honours, and masters degrees in Psychology and is involved in a PhD program in collaboration with UNB Fredericton. The Department also participates in a Bio-Psychology Major, and a Sports and Exercise Psychology Major. Applicants of particular interest to our department will be those who can teach courses in Personality, Research Methods, Introductory and Abnormal Psychology at the undergraduate level. A PhD is preferred but ABDS will be considered. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Robert MacInnion, Dean of Arts, University of New Brunswick, P.O. Box 5030, Saint John, N.B., E2L 4L5. The deadline for the receipt of applications is April 1st, 2003. Questions concerning this position may be directed to Dr. Michael Bradley, Acting Chair, Department of Psychology at bradley@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **WILFRID LAURIER UNIVERSITY** — The Grantford Campus of Wilfrid Laurier University invites applications for a full time position in Psychology. Please see our display advertisement in this issue.

## PULMONARY PATHOLOGIST

■ **McMASTER UNIVERSITY** — The Hamilton Regional Laboratory Medicine Program (HRLMP), the Department of Pathology and Molecular Medicine, and the Department of Medicine at McMaster University and St. Joseph's Healthcare are seeking a Pulmonary Pathologist. The successful candidate will provide leadership in anatomic pathology in the service of pulmonary pathology, and collaborate closely with clinical staff in the Firestone Institute for Respiratory Health. The successful candidate (MD with specialist pathology qualifications) will have an established research record, and will provide leadership in independent and collaborative research with a group of internationally recognized researchers in Respiratory at St. Joseph's Healthcare, McMaster University, St. Joseph's Healthcare and HRLMP are committed to providing an environment for optimal service and research opportunities. A qualified and interested candidate may wish to apply for the position of Director of Anatomic Pathology

in the HRLMP. Please submit inquiry, a curriculum vitae, and the names/addresses of three referees, by February 28, 2003, to: Dr. M.J. McQueen, Director, HRLMP, Professor, Department of Pathology and Molecular Medicine, McMaster University, St. Joseph's Hospital, 1301-2, 30 Charlton Avenue East, Hamilton, Ontario, Canada, L8N 4A5, Fax: (905) 521-6090. Although this is not restricted to applicants from Canada, Canadian citizens and permanent residents will be considered first for this position. The HRLMP and McMaster University are committed to employment equity and encourage applications from all qualified individuals.

## RELIGIOUS STUDIES

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track Religious Studies Assistant Professor position to commence 2003, subject to budgetary approval. The successful candidate will also teach an introductory

course in Western Civilization. Applicants should have a PhD in Religious Studies. Exceptional candidates who are close to the completion of their PhD ADS: World Religions may be considered. Candidates should also have a competency in one of the following: Feminist/Religious/Spirituality and Health, or Celtic Religion. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal People, African Nova Scotians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a complete dossier including a curriculum vitae, evidence of teaching effectiveness, a writing sample, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. April 18, 2003. UCCB Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1280 Grand Lake Road, Sydney, NS, B1P 6L2. Tel: (902) 563-1158, Fax: (902) 563-1458, Email: hrb@uccb.ns.ca. Please quote reference number REL0301 on all correspondence.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to three limited-term appointments available, one each in Jewish Studies, Hindu Studies and East Asian Religions. Please see our full-page display ad in this issue.

■ **WILFRID LAURIER UNIVERSITY** — The Bramford Campus of Wilfrid Laurier University invites applications for a position in Religious Studies. Please consult our display advertisement in this issue.

# AIC Chair in Investment & Portfolio Management

The Michael G. DeGroote School of Business invites applications for the AIC Chair in Investment and Portfolio Management. The Chair is a senior-tenured appointment commencing July 1, 2003. This Chair is setup from an endowment from the AIC Ltd., a leading Canadian financial institution located in Burlington, Ontario.

Suitable candidates will have a PhD in Finance or in a cognate field, be internationally recognized for their contributions in business valuation and investment and portfolio management, and be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding and publication of research results in major international outlets. As well, the preferred candidate is expected to have had successful interaction with the financial professional community.

The Chair is expected to contribute to academic programs as well as the School's initiatives with the business community. In particular the Chair is expected to provide leadership in launching a new Strategic Valuation Stream in the MBA program.

The Chair holder will undertake teaching at a reduced load and be able to perform the normal duties of a faculty member within the School of Business. Salary will be commensurate with academic qualifications, teaching and expertise.

Applications should include curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4M4; Email: baba@mcmaster.ca; Fax: (905) 526-0852.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal people, members of sexual minorities and persons with disabilities.



[www.careers.valberta.ca](http://www.careers.valberta.ca)

## SCHOOL OF Policy Studies

### Director

Queen's University is seeking a strong leader with national visibility in public policy and a distinguished record of achievement in teaching and research for the position of Director of the School of Policy Studies. This is a full-time permanent faculty appointment; the position of Director is for a renewable five-year term starting 1 July 2003.

The School of Policy Studies at Queen's University is widely acknowledged as a leader in policy research and education in Canada with a commitment to an interdisciplinary approach including, among others, political science, economics, law, and public management. The School has outstanding faculty, fellows and students; its research and policy symposia make important contributions to policy debate in this country; and our Master of Public Administration program aims to develop policy leaders who have the management skills to translate commitment into action. The new Director will sustain the School's collegial and creative atmosphere and record of academic excellence while enhancing the strong links already established with the wider policy community. The faculty will continue to grow along with the size of the student body to meet the increased need for skilled policy professionals in Canadian public organizations.

A detailed description of the position is available on the web site of the School of Policy Studies at <http://qsliver.queensu.ca/ps/>.

Letters of application accompanied by a detailed curriculum vitae and the names and addresses of three referees should be submitted by March 17, 2003 to

Chair, Search Committee  
School of Policy Studies Director  
School of Graduate Studies and Research  
Fleming Hall, Stewart-Pollock Wing  
Queen's University  
Kingston, ON  
K7L 3N6

In accordance with Canadian immigration requirements, the advertisement for the position is directed first to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Salary will be commensurate with qualifications and experience.



## Chair, Department of Cell Biology

The Faculty of Medicine and Dentistry, University of Alberta invites applications for a full-time academic tenured position as Chair, Department of Cell Biology. The position requires a candidate who has an international reputation as a scholar, has outstanding and innovative research accomplishments or recognition as an excellent emerging researcher, thereby contributing to the University's reputation as a leading research-intensive post-secondary institution. The Chair is responsible for a Department with 15 faculty. The successful candidate will be responsible for ensuring full participation of the Department in undergraduate education programs and for the continued development of a vigorous graduate research program. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly established Alberta Heritage Foundation for Science and Engineering Research, and by the presence in Edmonton of the National Institute of Nanotechnology. The Faculty of Medicine and Dentistry and the Capital Health Authority (CHA) represent one of Canada's leading academic health

science centres in one of the largest integrated health delivery regions. With annual budgets of \$200 million and \$1.6 billion respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service.

Details about the University of Alberta, Faculty of Medicine and Dentistry, and Edmonton can be found on the Faculty's website at [www.med.valberta.ca](http://www.med.valberta.ca).

Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by March 31, 2003 to:

Dr. D. Lorne J. Tyrrell  
Dean, Faculty of Medicine and Dentistry  
University of Alberta  
212 WC Mackenzie Health Sciences Centre  
8440 - 112 Street  
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## CARRIÈRES

## SOCIAL WORK

**■ LAURENTIAN UNIVERSITY** Sudbury, Ontario — The School of Social Work is seeking a candidate for a tenure stream position. The position commences on July 1, 2003 or whenever it is filled with a qualified candidate. The chosen candidate will have a PhD in social work (or equivalent) and a minimum of five years of relevant experience. The candidate will have extensive experience in one or more of the following areas: community organizing, social justice, community-based research, and ability to teach direct practice courses. Knowledge and experience with northern, Aboriginal communities, or cross-cultural issues is an asset. In accordance with the University's policy on bilingualism, Laurentian University has a requirement of passive bilingualism (French/English) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, Aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should include a letter of application, including a statement of citizenship/immigration status; a detailed curriculum vitae; a statement of teaching and research interests; evidence of teaching effectiveness; and three current letters of reference. Shortlisted candidates may be required to submit additional

material. To ensure full consideration, complete applications, including letters of reference, should be submitted by February 28th, 2003 to Dr. Manuella Gerosa, Director, School of Social Work, Laurentian University, Ramsey Lake Rd., Sudbury, Ontario, P4E 2C6, email: mgerosa@laurentian.ca.

## SOCIOLOGY

**■ MCMASTER UNIVERSITY** — The Department of Sociology and the Programme in Gerontological Studies invite applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2003. The appointment will be in the Department of Sociology, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Sociology, and in Gerontological Studies, an interdisciplinary undergraduate degree programme with a commitment to utilizing innovative teaching methods such as inquiry, problem based and experiential learning. Further information on the Department of Sociology and the Gerontological Studies Programme can be found at [www.socsci.mcmaster.ca](http://www.socsci.mcmaster.ca). The successful candidate will have a PhD in Sociology or Gerontology/Aging, with a strong sociological background in the study of aging and the family, and a demonstrated commitment to teaching and research. The position complements the Department of Sociology's strengths in its core areas of Individual and Society, Occupation and Organizations and Social Inequality. He or she will be expected to carry out an independent interdisciplinary research programme in aging and the family yielding significant peer-

reviewed publications; compete successfully for external funding to support this research programme; teach effectively in undergraduate and graduate courses in sociological gerontology, and engage in the teaching and supervision of master's and doctoral students in the Department of Sociology. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to diversity and equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to Dr. Victor Sattzewich, Chair, Department of Sociology, McMaster University, Hamilton, ON L8S 4M4, Canada, or Dr. Margaret Denton, Director, McMaster Centre for Gerontological Studies, McMaster University, Hamilton, ON L8S 4M4, Canada. The closing date for applications is February 28, 2003.

**■ MCMASTER UNIVERSITY** — The Department of Sociology and the Gerontological Studies Programme at McMaster University invite applications for a full-time tenure-track position at the rank of Assistant Professor commencing July 1, 2003. The appointment will be held jointly in Sociology, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Sociology, and in Communication Studies, a new and growing interdisciplinary undergraduate degree programme. The successful candidate will have a PhD in Sociology or Communication Studies and research interests in one or more of the following areas: the political economy and organization of media, theoretical approaches to communication, sociology and media, policy, social movements and the media, social impact and issues of media, and research methods. He or she will be expected to teach effectively in senior undergraduate and graduate level courses in Sociology in either quantitative, qualitative or historical methods, and in undergraduate courses in the Mass Communication and Cultural Studies streams of the Communication Studies Programme, supervise the research of master's and doctoral students in Sociology; carry out an independent scholarly research programme; and compete successfully for external funding to support this research programme. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered

first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, three academic letters of reference, and a copy of a recent paper or publications, should be sent to Dr. Victor Sattzewich, Chair, Department of Sociology, McMaster University, Hamilton, ON L8S 4M4, or Dr. Magda Stokrova, Director, Communication Studies Programme, McMaster University, Hamilton, ON L8S 4M4. The closing date for applications is February 28, 2003.

**■ CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences, has up to four limited-term appointments available in its Department of Sociology and Anthropology. Please see our website at [www.concordia.ca](http://www.concordia.ca) for details.

**■ THE UNIVERSITY OF NEW BRUNSWICK** IN SAINT JOHN invites application for two nine-month term positions in Sociology at the Lecturer or Assistant Professor level. The appointments will commence 1 August 2003 subject to budgetary approval. We are looking for scholars particularly interested in teaching undergraduate university students. Candidates should have a PhD or near completion and undergraduate teaching experience. We are looking for applicants who are active in the following substantive areas: (A) Television and internet cultures, film and society, and cultural studies; or (B) globalization, ethnicity and migration. Letters of application for either position (A) or (B) must include a current curriculum vitae, and the names and contact information for three academic references. Please state clearly which position is being applied for. Applications must be received by 1 April 2003. Applications should be sent to Dr. R. MacKinnon, Dean of Arts, University of New Brunswick, Box 5060, Saint John, NB A1B 4X6, or faxed to 506-648-5511. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Questions concerning this position may be directed to Dr. Janet Burns, Chair, Department of Social Science, burnsj@unb.ca.

**■ QUEEN'S UNIVERSITY** — The Department of Sociology invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 2003, in the area of Social Inequality including social class, race and racism, ethnic relations, global inequality and gender. An ability and interest in contributing to the teaching of undergraduate social theory will be a definite asset. The Department offers a PhD specialization in social inequality studies, feminist sociology, and communication and information technology. Applicants, including curriculum vitae, should be sent to Dr. Carl Keane, Chair, Appointment Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. Informal enquiries are welcomed to Dr. Carl Keane at [keane@post.queensu.ca](mailto:keane@post.queensu.ca). Applicants are encouraged to access the Department's website at <http://www.queensu.ca/sociology/> for additional information. Closing date for receipt of applications and letters of reference is March 21, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples, persons with disabilities, gay men and lesbians.

**■ WILFRID LAURIER UNIVERSITY** — The Department of Sociology and Anthropology invites applications for a full-time position in Organizational Studies. Please consult our display advertisement in this issue.

The teaching of undergraduate social theory will be a definite asset. The Department offers a PhD specialization in social inequality studies, feminist sociology, and communication and information technology. Applicants, including curriculum vitae, should be sent to Dr. Carl Keane, Chair, Appointment Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. Informal enquiries are welcomed to Dr. Carl Keane at [keane@post.queensu.ca](mailto:keane@post.queensu.ca). Applicants are encouraged to access the Department's website at <http://www.queensu.ca/sociology/> for additional information. Closing date for receipt of applications and letters of reference is March 21, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples, persons with disabilities, gay men and lesbians.

**■ WILFRID LAURIER UNIVERSITY** — The Department of Sociology and Anthropology invites applications for a full-time position in Organizational Studies. Please consult our display advertisement in this issue.

## SOCIOLOGY &amp; CRIMINOLOGY

**■ SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the area of Feminist Criminology. Candidates should have a PhD or be near completion.

The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. The successful candidate will be expected to support the core sociology program and to develop the Sociology and Criminology programs in areas of mutual interest. The successful candidate will be expected to teach courses at both the graduate and undergraduate levels. The program will have opportunities for teaching and graduate supervision in the Women's Studies programs as well as research in the area of Social Inequality. Saint Mary's is uniquely committed to service to the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

**■ SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. Candidates should have a PhD or be near completion and have a strong record of research and teaching in the field of Criminology. The position is open but preference will be given to candidates specializing in International Criminology. The Department offers an undergraduate degree in Criminology

as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's distinctly international character is reflected in its proportion of international students and its success in securing funding for international projects. Saint Mary's has a number of active outreach agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a part of the University's commitment to preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

**■ SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. Candidates should have a PhD or be near completion and have a strong record of research and teaching in the area of Social Inequality. Saint Mary's is uniquely committed to service to the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

**■ CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences has one limited-term appointment available in 19th and 20th Century Peninsular literature. Please see our full-page display ad in this issue.

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## SPANISH

**■ CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences has one limited-term appointment available in 19th and 20th Century Peninsular literature. Please see our full-page display ad in this issue.

## CAUT ACPPU

Publisher's Statement  
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions (restricting applications on grounds of race, national origin, religion, colour, sex, age, mental status, family status, sexual orientation, disability, sexual preference, social origin, or political beliefs) or affiliation. Caut expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement to this effect.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the Caut Bulletin may be asked to provide information of a confidential nature.

As a service to Caut members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. Caut publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: 202 737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'handicap, d'orientation sexuelle, d'éthnicité, d'origine sociale ou d'affiliation. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'il n'y ait des raisons valables. Il est la responsabilité de l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration à cet effet.

Beaucoup d'universités canadiennes se sont jointes au Programme des Contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à la promotion et à la formation des femmes, des personnes handicapées, des personnes autochtones, des personnes handicapées et des minorités visibles. À la suite de cela, les applications pour certaines positions publiées dans le Bulletin de l'ACPPU ou fournies des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censures par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5900.

## Tarifs de publicité

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## Ad Deadlines 2002-2003

The Bulletin is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 1/02	August 14/02
October	September 3/02	September 16/02
November	October 1/02	October 14/02
Décembre	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 30/03	January 15/03
March	February 7/03	February 14/03
April	March 7/03	March 14/03
May	April 7/03	April 14/03
June	May 7/03	May 14/03

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## Dates limites 2002-2003

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2002	14 août 2002
Octobre	9 septembre 2002	16 septembre 2002
Novembre	7 octobre 2002	14 octobre 2002
Décembre	7 novembre 2002	14 novembre 2002
Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
Mars	7 février 2003	14 février 2003
Avril	7 mars 2003	14 mars 2003
Mai	7 avril 2003	14 avril 2003
Jun	7 mai 2003	14 mai 2003

Il n'y a aucune modification ou annulation après la date limite.

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# CAREERS CARRIERS

## STATISTICS & ACTUARIAL SCIENCE

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure track or definite term position in Actuarial Science or Finance at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical or statistical sciences, and research interests in either actuarial science or mathematical finance. Professional actuarial qualifications and experience, although not strictly necessary, could be a distinct asset. Departmental research in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Applied Statistics in Finance, the Institute of Insurance and Pension Research, and the soon-to-beformed Institute for Quantitative Finance and Insurance. Applicants must have proven ability in, or potential for, research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The effective date is expected to be July 1, 2003 or later. The closing date for applications is February 28, 2003. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for the position of Professor in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is subject to the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the timing and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology and public health. The types of problems motivating the research in this position occur in clinical research. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include: Dr. Brown, Dr. Cook, Dr. Lawless, Dr. Matthews, Dr. Ojima, Dr. Hines, Dr. J. Lu, Dr. McPherson, Dr. Ojima, Dr. Hines, Dr. J. Lu, Dr. McPherson, and Dr. Y. Lu, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is February 28, 2003, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to Professor D.E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

## THEATRE

■ **YORK UNIVERSITY** — The Department of Theatre in the Faculty of Fine Arts, invites applications for a two-year, contractually limited appointment at the rank of Assistant Professor, with undergraduate responsibilities, commencing date July 1, 2003. Position is subject to budgetary approval by the University. The successful candidate will have special strengths and demonstrated practical ability in actor and director training (scene study, improvisation and script analysis for both actors and directors) at the undergraduate level, from first year to fourth year. The appointee will be expected to assume particular responsibility for teaching and administering a sequence of courses in collective theatre creation. The ability to direct a department production would be an advantage. Qualifications and Experience: An MFA degree in Theatre is preferred, together with professional credits in acting and directing, and extensive teaching experience at university or professional school level. Examples of the development of collective creations would also be an asset. York's Department of Theatre includes an innovative Graduate Program, and an Undergraduate Program with over 300 majors studying performance, directing, theatre studies, production, design, and playwriting. The Faculty of Fine Arts at York, located in Toronto, also includes Departments of Dance, Design, Film and Video, Music, Visual Arts, and Cultural Studies. Salary will be commensurate with the qualifications and experience of the candidates. Candidates should forward a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers (plus fax and e-mail, if possible) of three referees to: Professor Robert Fothergill, Search Committee, Theatre Department, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, fax: 416-736-5785; e-mail: robfo@yorku.ca. Deadline for applications is Friday, February 14, 2003. York University has an Affirmative Action Program with respect to its faculty and librarianship appointments. The designated groups are: women, racial/visible minorities, persons

with disabilities and aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. The Department of Theatre welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/cadogbo/](http://www.yorku.ca/cadogbo/) or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

■ **YORK UNIVERSITY** — The Department of Theatre in the Faculty of Fine Arts, invites applications for a full time tenure track position, at the Assistant Professor level, with undergraduate teaching responsibilities, effective July 1, 2003. Position is subject to budgetary approval by the University. The position requires a specialist in the field of lighting design, theory and technology, current professional theatre production procedures, and relevant computer applications, drafting skills, art and theatre history and styles. The candidate will also be expected to teach classes within the department that may include aspects of theatre history, technical theatre and stagecraft, stage management, supervision of student projects with department productions, supervision of inter-relationships between the student production creative teams, as well as work with graduate directing students. The candidate will be working as a member of the production area, including staff and faculty in other related design and theatre production disciplines. The production area in turn will be collaboratively involved with all Theatre York productions, as well as classes. The qualified candidate will hold an appropriate MFA degree or recognized training certificate, and have both teaching and professional experience. The Production Area of the Department of Theatre includes a four-year undergraduate program and is in the process of developing a two-year graduate program in Design. York's Department of Theatre currently includes an innovative Graduate Program and an Undergraduate Program with over 300 majors studying performance, directing, theatre studies, production, design and playwriting. The Faculty of Fine Arts at York, located in Toronto, also includes Departments of Dance, Design, Film and Video, Music, Visual Arts, and Cultural Studies. Salary will be commensurate with the qualifications and experience of the candidate. Candidates should forward a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers (plus fax and e-mail, if possible) of three referees to: Professor Robert Fothergill, Search Committee, Theatre Department, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, fax: 416-736-5785; e-mail: robfo@yorku.ca. Deadline for applications is Friday, February 14, 2003. York University has an Affirmative Action Program with respect to its faculty and librarianship appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. The Department of Theatre welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/cadogbo/](http://www.yorku.ca/cadogbo/) or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

■ **DALHOUSIE UNIVERSITY** — The Department of Theatre at Dalhousie University invites applications for a probationary tenure-track appointment, commencing on July 1, 2003, to provide instruction in Costume Design. The successful candidate will teach in the following areas: costume history, colour theory/dyeing/breakdown/millinery/textile fabrications, and the knowledge of show-related costume. The successful candidate will also design costumes for all four annual Dal Theatre productions. Qualifications expected are an advanced degree and/or appropriate professional theatre experience. Teaching experience at a post-secondary level considered an asset. Rank and salary will be commensurate with qualifications and experience. The deadline for applications is February 28, 2003. This position is subject to budgetary approval. Application, portfolio, and three confidential letters of reference should be sent to: June Gantar, Chair, Department of Theatre, Dalhousie University, Halifax, NS B3H 3J5. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.

mensurate with the qualifications and experience of the candidate. Candidates should forward a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers (plus fax and e-mail, if possible) of three referees to: Professor Robert Fothergill, Search Committee, Theatre Department, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, fax: 416-736-5785; e-mail: robfo@yorku.ca. Deadline for applications is Friday, February 14, 2003. York University has an Affirmative Action Program with respect to its faculty and librarianship appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. The Department of Theatre welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at [www.yorku.ca/cadogbo/](http://www.yorku.ca/cadogbo/) or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

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**Simon Fraser University**  
Lecturer/Senior Lecturer  
School of Computing Science

Applications are invited for a continuing Lecturer/Senior Lecturer position in the School of Computing Science at Simon Fraser University. A.M.Sc. in Computing Science is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Areas of possible teaching expertise include introductory Computing Science courses, Software Engineering and Computer Systems.

Duties will include a normal teaching load of six courses over a three semester period. There will be the opportunity to participate in course, curriculum, and program development, which may result in a reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at <http://www.sfu.ca/policies/academic/a12-01.htm>.

Simon Fraser University is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 180 majors in Computing Science each year. As well it offers an honours program, and various joint honours and majors degree programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled. For updated information see <http://www.csfu.ca/>.

To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6, email: [faculty-search@cs.sfu.ca](mailto:faculty-search@cs.sfu.ca).

## THEOLOGICAL STUDIES

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in Biblical Studies. Please see our full-page display ad in this issue.

■ **NEWMAN THEOLOGICAL COLLEGE** is a Roman Catholic School of Theology committed to the provision of basic and advanced theological education to Christian women and men. The College prepares C.V. and three (3) letters of reference to: Rev. Dr. MacDonnell, O.M. Dean of Theology, Newman Theological College, 1551 St. Albert Trail, Edmonton, AB T6V 1X3. The closing date for applications is March 31, 2003.

## ACCOMMODATIONS

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■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2003. All mod cons incl. central

heating, shower, washing machine, and dishwasher. Children welcome. Call Kathryn Chmick or Stephen Brown (705) 741-5252 or (705) 748-0113 ext. 1238. E-mail: [kchmick@rentu.ca](mailto:kchmick@rentu.ca) or [sbrown@rentu.ca](mailto:sbrown@rentu.ca).

■ **FIRENZE/ITALY** — Sabbatical/holiday rental — historic center, near Accademia, 2 bedroom apartment, sleeps 2/4. Monthly (4 weeks). Euro 800.00 + utility; weekly (480.00 (two people) incl. rent, Spostini, Ph +39-055-245739, Fax +39-055-247-6266, e-mail: [cortis@tiscali.it](mailto:cortis@tiscali.it).

■ **SOUTHERN FRANCE, Provence** — Villa For Rent, Sept. 1, 2003 to May 31, 2004. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-Provence \$1400 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7315 or [sbeckett@partan.abrock.ca](mailto:sbeckett@partan.abrock.ca).

■ **HAMILTON, ONTARIO** — Family home, quiet residential area close to McMaster University. Available January/February 03 for one year. Three bedrooms, large family room, two carports. Dr. R. Mishra, tel: 905-698-9297. e-mail: [mishra@globalnet.net](mailto:mishra@globalnet.net).

■ **FRANCE, Lyon** — Furnished 3 bedroom house. Minutes to public transportation, available from April/03. 1 month minimum. [www.btores.com/lyon/](http://www.btores.com/lyon/).

■ **FRANCE — FOR RENT** — Elegant house, 3 bedrooms, study, 30 min. to Nîmes and Montpellier. Fully equipped. Sep 1st 2003 - June 30th 2004, \$1200 per month (540) 487-2312, [desplandva2@concordia.ca](mailto:desplandva2@concordia.ca).

■ **OTTAWA/HULL AREA** — Executive heritage houses and apartments (1-4 bedrooms) completely furnished. Close to universities. \$1700 and up. 817-71-0944, [info@vistene.com/rent/](mailto:info@vistene.com/rent/).



**Memorial**  
University of Newfoundland

## DEAN Engineering & Applied Science

Memorial University invites applications and nominations for the position of Dean, Faculty of Engineering & Applied Science. The successful applicant will provide strong academic and administrative leadership, fostering excellence in the Faculty's initiatives in teaching, research, and academic and professional service. The Dean will be responsible for the overall management of the Faculty and its growth, and will be its foremost ambassador within and beyond the University.

The Faculty of Engineering & Applied Science offers Bachelors, Masters, and PhD degrees in Civil, Computer, Electrical, Mechanical, and Ocean & Naval Architectural Engineering, with optional undergraduate specializations in Offshore Oil and Gas Engineering. The Faculty has approximately 1000 undergraduate students and 150 graduate students. All undergraduate students follow a full Cooperative Education program, completing six work terms with local, national and international employers.

Memorial University is Atlantic Canada's premiere comprehensive university and one of the region's most important research facilities. With approximately 15,000 students from 50 countries, it plays an integral role in the educational, economic and cultural life of Newfoundland and Labrador. The university is located in a community known for its friendliness, historic charm, vibrant cultural life, and easy access to a wide range of outdoor activities. For more information about the University and its surroundings, please see [www.mun.ca](http://www.mun.ca).

The appointment will take effect in September 2003 or as soon as possible thereafter. The term is five years, renewable. Written nominations or applications, the latter accompanied by a curriculum vitae and the names of five referees, should be addressed to: Dr. Evan Simpson, Vice-President (Academic), Memorial University of Newfoundland, St. John's, NF A1B 5X7; Telephone: (709) 737-8246; Fax: (709) 737-2074; E-mail: [vpacad@mun.ca](mailto:vpacad@mun.ca).

The search committee will start examining files on April 4, 2003 and continue the search until the position is filled.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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## CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:

- President
- Vice-President
- Two members-at-large

Nominations are also being sought for election to positions on the four CAUT standing committees:

- AF&T Committee — four vacancies including chair
- Librarians Committee — two vacancies
- SWC — three vacancies including chair
- CBEC — three vacancies

Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in May 2003.

### TERM OF OFFICE

The term of office of the president, vice-president and executive committee members-at-large is one year. Nominees for president and vice-president should have considerable experience in faculty association affairs at the local or provincial level. Nominees for members-at-large should have experience in their faculty association.

The term of office of the chair of the AF&T Committee is three years and the chair of the SWC is two years. Nominees for chair must have served at least one year on the committee. The term of office for regular members of CAUT standing committees is three years.

### EXECUTIVE COMMITTEE MEMBERS

**The President.** Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented.

**The Vice-President.** Responsible for assisting the president with his or her responsibilities.

**Members-at-Large.** Assume duties as assigned by the Executive Committee.

### STANDING COMMITTEE MEMBERS

**Academic Freedom and Tenure Committee.** Nominees for positions on the committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (four per year), including promotion of academic freedom, drafting of documents and other related duties.

**Librarians Committee.** Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

**Status of Women Committee.** Nominees for positions on the committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (at least three per year), including the biennial conference planning, drafting of documents and other related duties.

**Collective Bargaining & Economic Benefits Committee.** Nominees for positions on the committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

### NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton, Chair  
Elections and Resolutions Committee  
Canadian Association of University Teachers  
2675 Queensview Drive, Ottawa, ON K2B 8K2  
Fax: (613) 820-7244

They should include:

- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
- A completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca)

### MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at [www.caut.ca](http://www.caut.ca) under policy.

**NOMINATION DEADLINE**  
**for all positions is**  
**March 1, 2003**



## APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRESIDENTS ET DE MEMBRES DES COMITES PERMANENTS

Nous sollicitons activement des candidatures à des postes au comité de direction, soit :

- La présidence
- La vice-présidence
- Deux postes de membres ordinaires de l'ACPPU

En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU :

- CLUPE — Quatre postes, dont celui de la présidence
- Comité des bibliothécaires — Deux postes
- CSF — Trois postes, dont celui de la présidence
- CNCAE — Trois postes

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 2003.

### MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Les candidats à la présidence et à la vice-présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale. Les candidats à des postes de membres ordinaires doivent posséder une expérience au sein de leur association de professeurs.

Le mandat de la présidence du CLUPE est de trois ans et celui de la présidence du CSF est de deux ans. (La personne qui assume la présidence a normalement siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

### LES MEMBRES DU COMITÉ DE DIRECTION

**La présidence.** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre.

**La vice-présidence.** La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

**Membre ordinaire.** S'acquitter des tâches que peut lui assigner les dirigeants.

### LES MEMBRES DES COMITÉS PERMANENTS

**Le Comité de la liberté universitaire et de la permanence de l'emploi.** Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre par année), notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes.

**Le Comité des bibliothécaires.** Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

**Le Comité du statut de la femme.** Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

**Le Comité de la négociation collective** et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective

et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

### MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton, président  
Comité des élections et résolutions  
Association canadienne des professeurs et professeurs d'université  
2675, prom. Queensview Ottawa (Ontario) K2B 8K2  
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à [www.caut.ca](http://www.caut.ca)

### INFORMATION

Les renseignements au sujet du dégageant pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à [www.caut.ca](http://www.caut.ca), sous la rubrique énoncés de principe.

**LA DATE LIMITE des**  
**mises en candidature**  
**est le 1<sup>er</sup> mars 2003**